

Modern Slavery Policy



08/08/2022

INTRODUCTION

Slavery and human trafficking remains a hidden blight across our society, and as an organisation, we remain committed to responsible recruitment and careful selection of our suppliers in our supply chain to ensure that all goods are sourced from respectable supply chains.

We will comply to the Modern Slavery Act 2015 to combat modern slavery in the UK.

This statement sets out **Think Signs Ltd** actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 2021-2022

Staff are expected to report concerns or questions immediately to management who will act upon them straight away.

ORGANISATION'S STRUCTURE

Our work involves providing our clients with a personal service tailored to meet their needs through the variety of products and services we offer and our aim is to ensure our clients are fully satisfied with the products and services we provide at all times.

Think Signs Ltd work only extends to the UK marketplace.

Although the company turnover is significantly below the threshold for legal publication of a Modern Day Slavery Statement, the Company wants to be pro-active and responsible as a member of potential supply chains to organisations that do turnover in excess of £36 million.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

RELEVANT POLICIES

The organisation has the following additional policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Modern Slavery Policy

Whistleblowing policy

The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Employee code of conduct

The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Supplier code of conduct

The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

Recruitment and Agency worker policy

The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk –

- We ensure that all new supplier initiatives are overseen by the Managing Director.
- We ensure that where possible we build long standing relationships with local suppliers.
- With regards to national or international supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

Modern Slavery Policy

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to members of the management team.

Should supply chain purchasing be delegated to another member of the team, they will receive suitable training.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We will continually monitor our adherence to this policy by self-assessment and discussions with our supply chain.

Review

This policy will be reviewed on an annual basis.



Jeff Todd
Director

15.02.2023
