



HUMAN RESOURCES DEPARTMENT

**HR22 - MSP**

Title	Anti-Slavery and Human Trafficking Policy
Document	HR22
Version	V4
Revised by	HR
Authorised	Robin Boydon
Issue date	<b>09.03.2020</b>
Reviewed on	<b>09.07.2024</b>

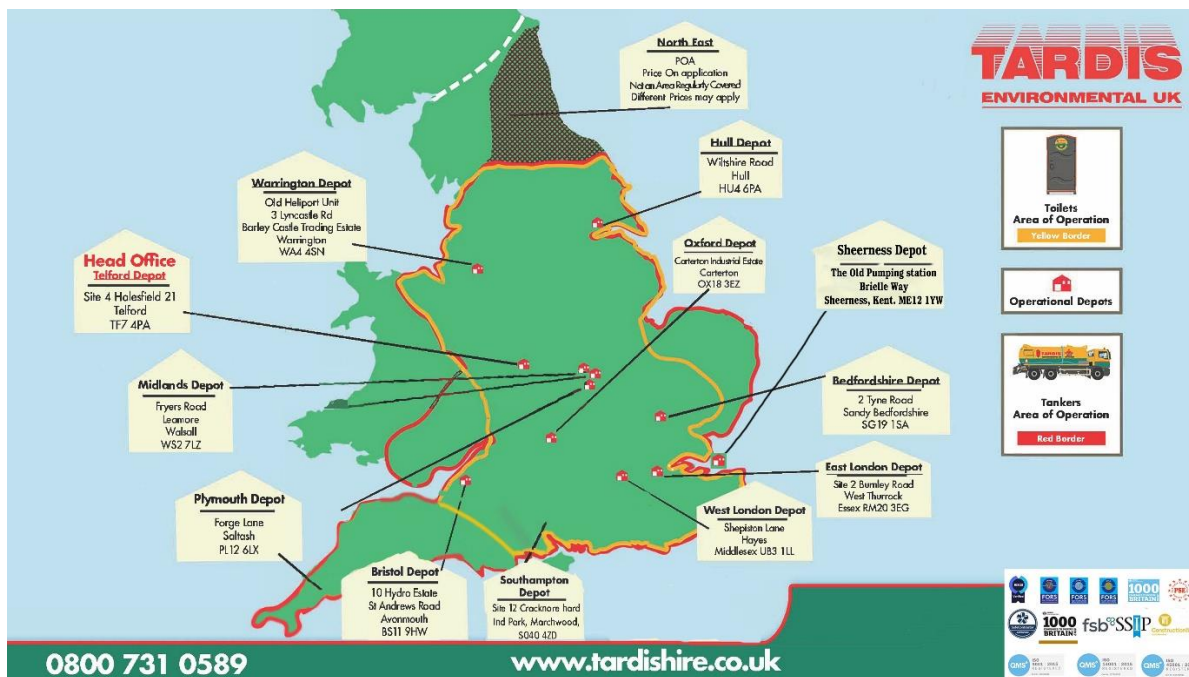
**Modern slavery statement**

**Organisation**

This statement applies to all companies within and associated to Tardis (referred to in this statement as ‘The Group’). The information included in the statement refers to the financial year March to February.

**Organisational structure**


There is one centralised head office from which location all administration and management is based. There are different branches across the country referred to as satellite depots, which drivers are based and work from, as detailed below;



The organisation is controlled by a Board of Directors which is committed to ensuring that modern slavery and human trafficking is not taking place in any part of its operation within the Company and its Supply Chain.

activities that the organisation carries out

- the acquisition, transport and disposal of wet waste, both domestic and industrial;
- fabrication of wet waste and fluid storage solutions; and
- the transport and supply of potable quality assured and non-quality assured water.

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Demand for our product is consistently high throughout the year and is therefore not seasonal.

The labour supplied to the Group in pursuance of its operation is carried out in the United Kingdom, together with the applicable regions.

### Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

### Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.


### Supply chains

In order to fulfil its activities, the main supply chains of the Group include those related to supply of water or removal of waste from various suppliers in the United Kingdom.

### Potential exposure

The Group considers its main exposure to the risk of slavery and human trafficking to exist against breaches of human rights may be limited.

In general, the Group considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

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**Steps**

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:

- reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains
- any actions taken to embed a zero tolerance policy towards modern slavery

**Policies**

The Group has the following policies which further define its stance on modern slavery include links to any policies which may relate to your commitment to eradicating slavery; a corporate social responsibility policy; supplier code of conduct; recruitment policy.

**Training**

The Group provides the following training to staff to effectively implement its stance on modern slavery: Induction training, training on modern slavery policies.

**Slavery Compliance Officer**

The Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation’s obligations, if you have any concerns regarding this please email [hr@tardishire.co.uk](mailto:hr@tardishire.co.uk)

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 9<sup>th</sup> July 2024

Robin Boydon



Managing Director