	<b>Modern slavery statement for financial year</b> <u>2018/19</u>	Document No.	
		Issue Date	

## INTRODUCTION FROM THE MANAGING DIRECTOR

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Talis has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

## ORGANISATION'S STRUCTURE

Talis is a leading global provider of premium valves, hydrants and other solutions for water flow control.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Talis has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Code of Conduct Policy; this code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act – includes topics such as;
  - Compliance with laws regulations.
  - High ethical standards.
  - Anti-trust laws.
  - Anti-corruption rules.
  - Conflicts of interest.
  - Confidentiality.
  - Money laundering.
  - Human rights (International Labour Organisation (ILO)); employment and work safety.
2. Recruitment policy; We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy; We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Equal Opportunities Policy; We provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, civil partnership status, pregnancy, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or belief, or age. We oppose all forms of unlawful and unfair discrimination.
5. Dignity at Work; The purpose of this policy is to ensure that all workers of TALIS UK Ltd, part of the Talis Group, are treated with dignity and respect and are free from harassment, intimidation or other forms of bullying at work.
6. Grievance; The Company believes that all employees should be treated fairly and with respect.

## Our suppliers

Talis operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes completion of Supplier Approval questionnaire to include following topics;

- Financial Status.
- Quality Status.
- Product / raw material approvals.
- Environmental and sustainability.
- Corporate Social responsibility (to include International Recognised Human rights Standards, Anti-bribery).
- Supply chain controls.

Supplier approval questionnaire are assessed for suitability, initial new supplier visits are conducted which also includes an audit which focuses on Health, safety and Environmental performance and controls, Quality performances and controls. Suppliers are issued with purchasing framework agreements which also includes a section on the basic principles and core work standards of the ILO and general principles of business conduct. This includes;

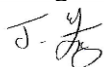
- The freedom of association and the right to collective negotiations,
- The removal of all forms of hard labour,
- The abolishment of child labour and
- The removal of discrimination in occupation.

The Supplier declares its intent and that it will use its best endeavours;

- To comply with all applicable local, national and international laws and regulations;
- To tolerate no form of and not to engage in any form of corruption and bribery;
- To respect the human rights of its employees, in particular to promote equal opportunities for and treatments of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction sex or age;
- To act in accordance with the applicable statutory law regarding environmental protection;
- To take responsibility for the health and safety of its employees and
- To adhere to existing laws that uphold and promote competition, in particular prevailing antitrust laws.

The Supplier has or will implement processes to mitigate such risks as described above for its own business process. Further on, the Supplier expects similar approaches from its own business partners, especially from its own suppliers and service providers and will use reasonable endeavours to ensure that its business partners also comply with these principles of conduct to the same extent.

The company directors take responsibility for the implementation of this statement and its objectives and will provide adequate resources (training etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chain.



James Fry  
Managing Director  
4th October 2019.