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Our Commitment
Tapi Carpets & Floors acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to preventing slavery and human trafficking within its own businesses and in its supply chains. The business understands that this requires an ongoing review of both its internal practices in relation to its labour force and its supply chains.

We have a zero tolerance policy towards modern slavery and will refrain from entering into business and/or will discontinue any current business with any third party organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. We wholeheartedly endorse the legislation as a crucially important development in tackling slavery and human trafficking and we will not trade or partner with any business or organisation which is involved in this shocking practice however remotely or indirectly.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Tapi Carpets & Floors slavery and human trafficking statement for the financial year ended 31 December 2023. This statement covers the activities of Tapi Carpets & Floors which provide flooring products and services to customers across the UK.

Definitions
Tapi Carpets & Floors considers that modern slavery encompasses:

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

Our Supply Chain
Tapi Carpets & Floors is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains and to acting ethically and with integrity in all its business relationships.

Tapi Carpets & Floors uses a range of suppliers who supply goods and products for sale, provide services and support our operations.

Due Diligence
We continue to monitor suppliers we believe present high modern slavery risks in our supply chain.

All suppliers which we class as high risk must:

- complete our Anti-Modern Slavery Due Diligence Questionnaire, which covers their governance, policies, training and supply chain management processes in line with the International Labour Organisation (ILO) indicators of forced labour; and
- Tapi Carpets & Floors is responsible for assessing the information submitted by suppliers. Should a supplier fail to provide the information requested or to meet our expectations, Tapi Carpets & Floors will take appropriate action, which may include not entering into a relationship or terminating the relationship with the supplier concerned.

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Our People

We continue to promote all our colleagues that Modern Slavery is a global problem that affects us all. We have shared examples of how individuals can unwittingly be part of the cycle and have highlighted that everyone has a vital role to play in tackling the issue.

We have adapted and re-promoted our existing company policies to incorporate modern slavery and human trafficking issues, including our whistleblowing policy which allows colleagues to report any concerns confidentially. Over the current financial year all colleagues across the entire organisation will complete a specific training course to increase their awareness of modern slavery and human trafficking so that they are able to understand, identify and report on these risks.

Training

We continue to provide advice and guidance to those teams who have direct responsibility for relevant supply chains and upon commencement of employment in further modern slavery training. We also maintain a Modern Slavery Act Guidance document which is available to all staff on our centralised database. All staff are made aware of the business policies relating to standards of behaviour that it requires from them and who to report any concerns to.

Policies

Tapi Carpets & Floors has provided policies which aim to minimise the risk of modern slavery in our business. These include:

- Corporate Social Responsibility Statement which defines our commitment to being socially engaged and ethical. We actively mitigate risks and are take our commitment to corporate social responsibility very seriously;
- Whistleblowing policy which encourages staff to report concerns or wrongdoing which is in the public interest, including any related to modern slavery/trafficking and child or forced labour;
- Supplier code of conduct stressing a zero tolerance stance to child labour, restricted freedom of employment, movement, relationships and association, unfair wages, extensive working hours, poor welfare and living standards, prohibiting confiscation of workers' original identification documentation, without discrimination;
- Purchasing practices policy prohibiting pressure on suppliers and/or unreasonable expectations which could lead to poor recruitment practices, worker conditions, compulsory overtime or low pay;
- Recruitment policy prohibiting the use of worker-paid recruitment fees and compulsory overtime;
- Colleague code of conduct policy concerning access to remedy, compensation and justice for victims of modern slavery; and
- National Living Wage commitment to a fair wages, welfare and living standards

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Looking Ahead
Over the course of the next financial year, we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

This statement has been formally approved by the Board of Directors of Tapi Carpets & Floors:

Jeevan Karir
15/02/2024

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