

Modern Slavery Statement

Our Commitment

Tapi Carpets & Floors is committed to preventing modern slavery and human trafficking across all aspects of our operations and supply chains. We acknowledge our responsibilities under the Modern Slavery Act 2015, and we are committed to continuous improvement in our practices to eliminate modern slavery risks wherever they arise.

We maintain a zero-tolerance approach 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 will not knowingly trade or partner with any business or organisation that supports or is found to be involved in these practices - directly or indirectly.

This statement is published in accordance with section 54(1) of the Modern Slavery Act 2015 and outlines the steps taken by Tapi Carpets & Floors during the financial year ending 31 December 2024 to prevent modern slavery and human trafficking in our operations and supply chains.

Definitions

Tapi Carpets & Floors recognises that modern slavery encompasses a range of exploitative practises, including but not limited to:

1. Human trafficking;
2. Forced labour, through mental or physical threat;
3. Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
4. Dehumanisation or commodification of individuals;
5. Restrictions on freedom of movement.

Our Supply Chain

Tapi Carpets & Floors uses a range of suppliers who provide goods, products for sale, services and support our operations. We understand that modern slavery risks can arise at any point in our supply chain, especially where sourcing occurs in high-risk geographies or industries. To mitigate these risks, we are:

- Mapping and assessing our supplier base using a risk-based approach
- Prioritising high-risk suppliers for enhanced security and engagement
- Requiring all new high-risk suppliers to complete our Anti-Modern Slavery Due Diligence Questionnaire, which is aligned with International Labour Organization (ILO) indicators of forced labour

Suppliers that fail to meet our expectations or refuse to cooperate with due diligence processes may have their contracts terminated.

Due Diligence and Risk Management

We are embedding modern slavery risk management across our procurement and supplier management processes. Our due diligence framework includes:

- Governance and policy checks
- Agreement with our Supplier Code of Conduct
- Review of supplier labour practices
- Assessment of traceability and recruitment practises
- Integration of worker feedback mechanisms in high-risk supply chains

We actively review any red flags or concerns raised by employees, partners, or third-party audits and take corrective action where appropriate.

Responding to Incidents

Tapi Carpets & Floors recognise that modern slavery is widespread and may be uncovered even in well-managed supply chains. In the past year, we identified no suspected or confirmed cases of modern slavery across any tier of our supply chain. However, we remain committed to transparency and will report any future instances publicly and in line with Home Office guidance, including:

- Immediate escalation and investigation
- Remediation actions in collaboration with affected workers
- Reporting to relevant authorities
- Public disclosure in future authorities
- Partnering with NGOs and trade unions where appropriate

Employee Engagement and Training

Raising awareness and empowering colleagues is critical. Over the last year, we have:

- Delivered mandatory e-learning to 100% of employees
- Maintained a central Modern Slavery Guidance resource
- Made colleagues aware of our business policies relating to standards of behaviour that it requires from them
- Reinforced our Whistleblowing Policy, enabling anonymous and confidential reporting

Policies and Governance

Tapi Carpets & Floors has created several internal policies which aim to prevent modern slavery. These include:

- Whistleblowing policy - Encourages staff to report concerns or wrongdoing, including any related to modern slavery/trafficking and child or forced labour;
- Supplier code of conduct - zero tolerance stance to forced and child labour, restricted freedom of movement, unfair wages, extensive working hours and prohibiting confiscation of workers' original identification documentation;
- Recruitment Policy - Prohibiting worker-paid recruitment fees and compulsory overtime;
- Colleague Code of Conduct – Promotes dignity at work and access to remedy; and
- National Living Wage Commitment – ensures fair pay and welfare standards.



Stakeholder Engagement

We recognise that effective action against modern slavery requires collaboration. We are continuing to work towards:

- Consult with industry peers and NGOs
- Pilot engagement with workers, especially in high-risk supply chains
- Support multi-stakeholder initiatives where applicable
- Share and adopt best practices

Measurable Progress

100% of employees provided with mandatory e-learning

0 whistleblowing reports related to modern slavery received

Use of the Registry

This statement is published on the UK Government's Modern Slavery Statement Registry in accordance with best practice, and we are reviewing the associated data dashboard to benchmark our sector performance.

Looking Ahead: Our plans for 2025

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. We are committed to ongoing improvement and will continue to evolve our approach.

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

Jeevan Karir, CEO
25 June 2025