Modern Slavery Statement (2025)

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 remain committed to continuously improving our approach to identifying and addressing modern slavery risks.

We maintain a zero-tolerance approach to modern slavery and will not knowingly enter into or continue business relationships with any organisation found to be involved in slavery, servitude, forced or compulsory labour.

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 2025.

Governance and Accountability

Modern slavery considerations are supported by relevant business functions and senior leadership. We are continuing to develop our governance approach.

Definitions

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

- Human trafficking
- Forced labour, through mental or physical threat
- Being owned or controlled by an employer through abuse or threat of abuse
- Dehumanisation or commodification of individuals
- Restrictions on freedom of movement

Our Operations and Supply Chain

Tapi Carpets & Floors works with a range of suppliers providing goods, products for sale, services and operational support.

We recognise that modern slavery risks can arise across both our supply chain and our own workforce, particularly in higher-risk geographies, labour-intensive industries, and areas involving temporary or agency labour.

Due Diligence and Risk Management

We continue to embed modern slavery risk management across our procurement and supplier management processes.

Our due diligence framework includes:

- Governance and policy checks
- Requirements aligned with our Supplier Code of Conduct
- Review of supplier labour practices
- Assessment of traceability and recruitment practices

- Ongoing engagement with higher-risk suppliers

Tapi Carpets & Floors will adopt a risk-based approach to modern slavery due diligence, initially focusing on suppliers operating overseas, manufacturing overseas, or sourcing goods internationally. This process will not currently apply to lower-risk UK professional service providers such as legal, marketing, software or consultancy suppliers.

Suppliers that fail to meet our expectations or do not engage with due diligence processes may have their contracts reviewed or terminated.

We actively review any concerns raised through internal reporting, supplier engagement or third-party sources and take appropriate action where required.

Internal Controls and Workforce Protections

We recognise that modern slavery risks may also arise within our own operations.

To mitigate this, we have controls in place including:

- Robust recruitment practices, including right to work checks
- Fair pay commitments, including adherence to National Living Wage requirements
- Access to grievance and whistleblowing mechanisms
- Clear standards of behaviour through our policies

Responding to Concerns

Tapi Carpets & Floors is committed to acting promptly where concerns are identified.

In the reporting period, we identified no suspected or confirmed cases of modern slavery within our operations or supply chain. This is supported by our due diligence processes, training, and internal reporting mechanisms.

Where concerns are identified, we will:

- Escalate and investigate promptly
- Take appropriate remedial action
- Report to relevant authorities where required
- Reflect outcomes in future reporting

Training and Awareness

Raising awareness and equipping colleagues to identify and respond to risks is a key part of our approach.

During 2025, we:

- Delivered mandatory modern slavery e-learning to 100% of colleagues
- Maintained accessible internal guidance materials
- Reinforced awareness of our Whistleblowing Policy and reporting channels

Policies and Governance

We maintain a suite of policies that support our approach to preventing modern slavery, including:

- Whistleblowing Policy
- Supplier Code of Conduct
- Recruitment Policy
- Our policies
- National Living Wage commitment

These policies are reviewed regularly to ensure they remain effective.

Stakeholder Engagement

We recognise that tackling modern slavery requires collaboration.

During the year, we have continued to:

- Explore opportunities to pilot engagement with workers, especially in high-risk supply chains
- Monitor developments in industry best practice
- Explore opportunities to strengthen worker voice in higher-risk areas

Measuring Effectiveness

We measure the effectiveness of our approach through:

- Training completion rates
- Supplier engagement and due diligence activity
- Monitoring of internal reporting mechanisms

In 2025:

- 100% of colleagues completed mandatory training
- 0 whistleblowing reports related to modern slavery were received

Looking Ahead: Our Priorities for 2026

Over the next financial year, we will continue to strengthen our approach by:

- Expanding supplier risk assessments and due diligence activity
- Increasing engagement with higher-risk suppliers
- Reviewing and enhancing internal training content
- Strengthening our understanding of risks within both our supply chain and internal operations

We remain committed to continuous improvement and transparency in our efforts to prevent modern slavery.

Approval

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

Jeevan Karir
CEO
Date: