



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 December 2023.

Intatec Limited ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

Intatec Limited has business operations in the United Kingdom as well as:

- Italy
- France
- Germany
- United States of America
- China

We operate in the plumbing and heating sector. The nature of our supply chains is as follows: We work with a number of key direct suppliers, who provide us with components and services such as IT support, public relations and marketing.

For more information about the Company, please visit our website: www.intatec.co.uk.

Policies

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

These include the following:

- **Recruitment and selection policy** - We conduct checks on all prospective employees to verify that they are eligible to work in the UK.
- **Supplier code of conduct** - We check our major suppliers to ensure they operate in compliance with local laws, rules and regulations.
- **Whistleblowing policy** - All employees are encouraged to raise any concerns they may have about our working practices.
- **Staff code of conduct** - We are committed to the fair treatment of all employees. The code of conduct makes it clear that we have a zero-tolerance approach to modern slavery.'
- **Procurement policy** - We ensure that potential suppliers are committed to showing that slavery and human trafficking is not taking place within their own supply chains. Our procurement procedures set out controls and checks undertaken to help verify this.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

We undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers. This process includes:

- evaluating the modern slavery and human trafficking risks of each new supplier and targeting our assessment and controls where we judge that risk to be highest.

- ensuring that our expectations of business behaviour are clearly communicated to all suppliers. This includes, as a minimum, compliance with the requirements and sentiments of the Modern Slavery Act 2015, and in particular section 54(1).
- taking steps to improve substandard suppliers' practices, which may include providing advice to suppliers and requiring them to implement action plans.
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier expectations, including the termination of the business relationship.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.

We do not consider that we operate in a high-risk environment because most of our supply chain is based outside the U.K. and in low-risk industries.

We do not tolerate slavery and human trafficking in our supply chains. If evidence of modern slavery or human rights abuses were found within any of our contracted suppliers, we would take immediate action to notify the appropriate authorities and work with the supplier to understand the situation. We would work with the supplier to implement corrective measures to help the affected employees and prevent further harm. In the event the supplier did not cooperate or implement the improvement we would terminate the contract and seek an alternative source.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains.

- Complete Modern Slavery training for our wider management team in 2024.
- Continue to monitor any complaints or reports of modern slavery from within the supply chain.
- Conduct annual reviews of employee wages in-line with National Minimum & National Living Wage as set by the UK Government.
- Conducting periodic on-site audits of suppliers which include a review of working conditions.
- Requiring all relevant staff to have sufficient understanding of the issues surrounding modern slavery and the actions to take where appropriate.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st December 2023. The statement was approved by the board of directors.

Signed:



Darran Bougourd (Managing Director)

Date: 11/01/2024

Review Date: 11/01/2025