



Modern slavery statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Pitacs LTD 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.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Pitacs LTD 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.

Pitacs has published an anti-modern slavery and human trafficking policy which is available to all of its colleagues on the company's intranet. As part of our commitment to ensuring a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Pitacs LTD has updated its whistleblowing policy to ensure our colleagues are able to raise concerns in respect of slavery and human trafficking. Pitacs LTD will continue to review its processes and procedures with its suppliers to ensure potential risks in our supply chains are identified, assessed, mitigated and monitored.

New and existing suppliers are required by us to complete a detailed questionnaire and also to provide evidence to show compliance to the Act. We have also incorporated compliance with the Act in our audits of suppliers and partners.

Pitacs LTD Anti-slavery policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

1. 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.
2. 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.
3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

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Our suppliers

Pitacs LTD 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 an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and that no they are required to confirm part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modernslavery come to light]

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

Name (Director):

Saffet Kalender

Signature:



Date: 14-May-2019