

Tiger Supplies Ltd have voluntarily prepared a Modern Slavery and Human Trafficking Statement and will ensure it publishes this on its website.

### **The organisation's structure, its business and its supply chains;**

Tiger Supplies Ltd are a leading UK supplier of PPE (Personal Protective Equipment) and building site supplies with more than 15 years of trading to the construction and civil engineering industries. The Company currently has 67 employees.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with the suppliers of goods and services to the organisation.

It is a requirement that each company within the Tiger Supplies Ltd supply chain completes a supplier questionnaire in order to gain acceptance onto the approved supplier list. Each company within the supply chain must complete an annual review of the questionnaire to maintain an approved status.

### **Its policies in relation to slavery and human trafficking;**

Tiger Supplies Ltd is committed to driving out the acts of modern day slavery and/or human trafficking from within its own business and that from within its supply chains. The Company is dedicated to developing awareness across our business of potential modern day slavery and/or human trafficking issues.

This includes considering the risk of modern day slavery and human trafficking when making procurement decisions. Also giving assurance to comply with relevant legislation and regulatory requirements.

The Company Directors and Senior Management shall take responsibility for implementing our policy and this statement and its objectives to ensure that slavery and human trafficking is not taking place within the organisation within its supply chains.

### **Its due diligence processes in relation to slavery and human trafficking in its business and supply chains;**

As part of the Company's due diligence processes into modern day slavery and/or human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported products from sources from outside of the UK and EU are potentially more at risk for modern day slavery and/or human trafficking issues.

Tiger Supplies Ltd will continue to monitor all members of its supply chain. During 2019/2020 we will be further enhancing this process and reviewing the supporting documents required alongside the supplier questionnaire. We will also be engaging more rigorously with those perceived to be of higher risk.

**The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk;**

Tiger Supplies Ltd have in relation to the direct risk of modern day slavery and/or human trafficking implemented new procedures and additional training during the induction process including:

- Ensuring Tiger Supplies Ltd staff responsible for recruitment are or will be trained to be aware of issues around third-party labour exploitation and signs to look for.
- All new employee inductions to include awareness on modern day slavery.
- Posters displayed on staff notice boards raising awareness of modern day slavery and human trafficking.
- New employees are required to provide evidence of Identification to aid audit processes.
- Encourage workers to report cases of hidden third-party labour exploitation or any relevant concerns.

The Company is committed to adopting a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters and Labour Abuse Authority and Police. The Company will ensure it provides information on tackling Hidden Labour Exploitation to its employees and ensure that recruitment and worker placement processes are under control of trusted and competent members of staff.

The Company will not support or deal with any business knowingly involved in modern day slavery and/or human trafficking.

**Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate;**

Whilst undertaking our due diligence process, we have not identified any modern day slavery or human trafficking issues within our Company or supply chain. However, we are committed to continue to be diligent in assessing risk through our supplier questionnaire, and ongoing staff training.

Tiger Supplies Ltd aim to increase the number of suppliers within our supply chain who are implementing their own policies and processes to ensure further compliance with the Act.

**The training and capacity building about slavery and human trafficking available to its staff.**

Designated staff have completed a certified certification course on Human Trafficking and Modern Slavery.

Throughout 2019/2020 the Company aims to deliver further training throughout the Company's management and extend the level of training being delivered to relevant employees across the business. This training will include Tool Box talks ensuring employees are regularly updated and informed on modern day slavery.

Over the next year we are committed to ensure that 100% of employees will have completed this.

This statement is made in relation to the Modern Slavery Act 2015 and constitutes Tiger Supplies Ltd modern slavery and human trafficking statement for the financial year 2019/2020 and to date.



Clinton Fisher  
**Managing Director**