

## **Modern slavery statement**

Thodaska Ltd have published this statement in compliance with section 54 of the Modern Slavery Act 2015.

Thodaska Ltd is committed to preventing modern slavery and human trafficking in all its business activities and supply chains. We recognise our responsibility to ensure that our operations and those of our suppliers are free from any form of slavery or human trafficking.

### **Our Policy**

We have a zero-tolerance approach to modern slavery and human trafficking. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships. We implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains. We are committed to treating all staff fairly and in accordance with the law, including payment which is at least equal to the National Living Wage at any time. We promise a safe working environment for all staff. We will not condone any form of harassment, bullying, discrimination, or unequal treatment. We will ensure that all staff are made aware of the opportunity during their employment with the Company to come forward and seek advice and support on a confidential basis if they become the subject of abuse under the Act.

### **Due Diligence Processes**

To identify and mitigate the risks of modern slavery, we:

- Conduct risk assessments of our supply chains.
- Engage with suppliers to understand their practices and policies.
- Require high-risk suppliers to complete detailed questionnaires on their labour practices.
- Include anti-slavery clauses in contracts with suppliers.

### **Training and Awareness**

We provide training to our employees to help them recognize the signs of modern slavery and understand how to report concerns. We also raise awareness among our suppliers about the importance of combating modern slavery.

### **Reporting Concerns**

We encourage all employees, suppliers, and other business partners to report any concerns related to modern slavery or human trafficking. Reports can be made confidentially through our whistleblowing policy.

### **Review and Monitoring**

We regularly review our policies and procedures to ensure they are effective in preventing modern slavery. We also monitor our supply chains for compliance with our anti-slavery standards.



## **Approval**

This statement has been approved by the Thodaska Board of Directors and will be reviewed annually.