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## Slavery and Human Trafficking Statement

Elite Tiling Ltd is committed to maintain and improving systems and processes to avoid complicity in human rights violations related to our own operations and that of our supply chain. Elite Tiling Ltd recognises that slavery and human trafficking can occur in many forms. Therefore, throughout this disclosure we use the terms “slavery and human trafficking” to encompass various forms of coerced labour.

Our commitment to human rights is outlined in our Code of Conduct. We have a commitment to improve and implement the Code of Conduct across our supply chain.

Elite Tiling Ltd takes steps to verify, evaluate and address risks of slavery and human trafficking in our supply chain. The first step in this process is to set clear expectations for our suppliers. Our Code of Conduct states “We do not tolerate forced, debt bonded, indentured labour practices or human trafficking. Elite Tiling Ltd does not allow harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment..... We expect our suppliers and others to meet these expectations”. Our Code on Conduct also, in turn, provides that “forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery or trafficking of persons shall not be used”.

We regularly notify our suppliers of their obligation to comply with our Code of Conduct. Our verification process involves an assessment of our suppliers, who are required to complete a self-assessment questionnaire, including questions targeted at slavery and human trafficking risk. Elite Tiling Ltd uses this questionnaire to determine the risk profile of suppliers for environmental, safety, human rights (including slavery and human trafficking) and other supplier sustainability issues.

Elite Tiling Ltd Managing Director sets the tone of our ethical culture and holds management accountable for communicating ethics and compliance expectations. Each year our Managing Director communicates with employees and senior managers regarding the importance of ethics and legal compliance. We believe that this “message from the top” along with ethics and compliance training and regular communication throughout the year, helps to create an ethical and legally compliant culture within the business.

Through our Code of Conduct (which contains specific information on slavery and human trafficking) we seek to promote honest and ethical conduct, deter wrongdoing and support compliance with applicable laws and regulations. The principles embodied in our Code of Conduct reflect our policies related to but not limited to slavery, human trafficking, conflicts of interest, non-discrimination, antitrust, anti-bribery, and anti-corruption and protecting our company’s reputation.

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke.

Signed: .....Managing Director

Date: 6/21/18