

## Modern Slavery and Human Trafficking Policy

### Policy Statement

This modern slavery and human trafficking policy relates to all our actions and activities during financial year 1 April 2023 to 31 March 2024.

Pursuant to Section 54 of the Modern Slavery Act 2015. This statement sets out our commitment to prevent slavery and human trafficking in respect of all our business relationships and activities. It outlines the steps we've put in place to ensure there is no slavery or human trafficking in our activities or supply chains. We all have a duty to be alert to risks. We encourage everyone working for and on behalf of Thalamos to report concerns to management and all of these concerns will be investigated and acted upon if necessary.

### Organisational Structure

Thalamos is a limited company operating in England. All staff have the right to live and work in the UK. We use contractors based in the UK and conduct due diligence to ensure there is no slavery or human trafficking in our supply chains.

Responsibility for creating and reviewing this policy falls to co-founder & Director Ross Tomison. Ross Tomison is also responsible for looking at best practice and adapting business needs to ensure Thalamos continues to minimise risk of slavery and human trafficking in relation to our business activities. Founder and Director Arden Tomison is responsible for conducting due diligence into any new suppliers.

### Training

To ensure good understanding and to ensure there is no modern slavery or human trafficking in our business, training and guidance is provided to all staff. This policy is also available to all staff.

### Our Policy

Thalamos conducts all business in an honest, transparent, and ethical manner. We are committed to ensure there is no modern slavery or human trafficking in our business or those of our suppliers.

The following policies sets out our approach to identify risks of modern slavery and human trafficking in our operations.

- **Whistle blowing.** The company encourages all workers, customers, and business partners to report any concerns related to its practices or supply chains at [thalamos.co.uk](https://thalamos.co.uk) or by phone at 0203 886 0385.
- **Training.** Employees are given training about how to spot modern day slavery and human trafficking and the expectations of staff in relation to this.

- **Due diligence** is conducted on all new suppliers and their practices are regularly reviewed. Thalamos does the utmost to build long-standing relationships with suppliers and all staff, visiting workplaces and meeting supplier staff where possible. We make our expectations of their business practices very clear. We review all supplier policy on modern slavery and human trafficking. We will report any suppliers we feel may be in breach of the Modern Slavery Act 2015 and sever any relationships with suppliers where we are not satisfied that the utmost is being done to prevent slavery and human trafficking.
- **Recruitment** Thalamos is an equal opportunities employer and carries out a rigorous vetting processes for new hires including requesting the following documents: CV and employment history, right to work documentation, ID, National Insurance Number or equivalent, Proof of address and references.

This Modern Slavery and Human Trafficking Statement will be reviewed and updated at least annually at director level.

---

Version: 1.2  
Author: Ross Tomison  
Approved by: Arden Tomison  
Date: 3 May 2024