






EHQMS Policy

Modern Slavery Policy



APPROVAL

The signatures below certify that this policy has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Signature	Position	Date
Prepared by	Wayne van BILJON		Director	2/12/2023
Reviewed by	Graham CHALLEN		Director	2/12/2023
Approved by	Wayne van BILJON		Director	2/12/2023

AMENDMENT RECORD

This policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Page No.	Context	Revision	Date

COMPANY PROPRIETARY INFORMATION

The electronic version of this policy is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this policy is uncontrolled, except when provided with a document reference number and revision in the field below:

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1 Introduction

Talis Group Pty Ltd t/a High Risk Management Solutions (HRMS) and TankQ is committed to preventing and eliminating modern slavery and human trafficking in all its forms within our operations and supply chain. This policy outlines our commitment to comply with domestic modern slavery legislation (Modern Slavery Act 2018) and international standards, including the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) conventions.

2 About Our Privacy Policy

This policy applies to all employees, contractors, suppliers, and business partners associated with HRMS, regardless of their location. It encompasses all aspects of our operations, including but not limited to procurement, production, distribution, and sales.

3 Policy Statement

- We declare a zero-tolerance approach to modern slavery and human trafficking.
- We will not knowingly support or engage in any form of forced labour, child labour, or human trafficking.
- We will comply with all applicable domestic laws and international standards related to modern slavery.

4 Risk Assessment and Due Diligence

- We will conduct regular risk assessments to identify and address the potential risks of modern slavery within our operations and supply chain.
- Prior to engaging with suppliers and business partners, we will perform due diligence to ensure they share our commitment to ethical and fair labour practices.

5 Supplier Code of Conduct

- We will communicate our expectations to suppliers and business partners through a clear and comprehensive Supplier Code of Conduct.
- The Supplier Code of Conduct will explicitly prohibit the use of forced labour, child labour, and any form of human trafficking.

6 Training and Awareness

- We will provide training to employees to raise awareness about modern slavery issues and equip them with the knowledge to identify and address concerns.
- Our employees will be encouraged to report any suspicions or incidents related to modern slavery, and we will establish mechanisms to protect whistleblowers.

7 Monitoring and Auditing

- We will establish regular monitoring and auditing processes to assess compliance with this policy.
- Audits may include on-site visits, documentation reviews, and interviews with workers and management.

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8 Continuous Improvement

- We are committed to regularly reviewing and improving our policies and procedures to align with evolving domestic and international standards.
- Feedback from audits, risk assessments, and other monitoring mechanisms will be used to drive continuous improvement.

9 Communication

- This policy will be communicated to all employees, suppliers, and relevant stakeholders.
- We will encourage open dialogue with stakeholders on modern slavery issues and our efforts to address them.

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