

## Modern Slavery Statement

### Introduction

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. CTD Tiles has a zero-tolerance approach to any form of modern slavery. CTD Tiles is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015, 'Transparency in the Supply Chains', and highlights the key activities we undertake.

### Our business

With over 50 years of experience, CTD Tiles is one of the leading names in the tile distribution industry, striving to bring the latest advances in the tile sourcing, procurement and supplying a vast range of high-quality tile designs to all sectors of the interior and architectural market.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Recruitment process.** We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals

### Our suppliers

We conduct due diligence on suppliers before allowing them to become supplier to CTD Tiles. Furthermore, as part of our active role with suppliers, we share with our suppliers Code of Conduct for Suppliers. We request suppliers to comply with all applicable national laws, rules, regulations and to act with integrity and in accordance with the highest ethical standard on Human Rights, including Labour Rights. We will continue to raise awareness of the issue with suppliers as part of our ongoing commitment to eliminating Modern Slavery.

### Approval for this statement

This statement was approved by:

Date: 05/10/23

Name: JIM BARLIARD

Position: CHIEF EXECUTIVE

Signature: 