

Version	1.0
Classification	Public

Title	Modern Slavery Policy
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Process Owner	Head of Compliance
Date Created	07/02/2018
Publish Date	07/02/2018
Approved By	Senior Management
Summary	Policy outlining Target's commitment to Modern Slavery legislation, this is not a modern slavery statement.
Classification	Public
Reference	ISO9001
Associated Records	
Version	1.0

Change Record

Enter any changes to the document below...

(over-write existing information as this is retained within ISOorganiser)

Initial implementation

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Modern Slavery Policy

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

Target is committed to social and environmental responsibility and has zero tolerance for slavery and human trafficking. We prohibit the use of forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons in our business and in that of our supply chain. We consider each supplier's conduct in regard to the above when awarding and/or renewing business with the supplier.

As Target do not meet the criteria as set out in the Modern Slavery Act 2015 to complete a slavery and human trafficking statement the detail set out in this policy acts as a confirmation for customers and suppliers who are required to ensure the integrity of their own supply chains.

Organisational Structure and Supply Chains

Target is described within our IMS Scope on ISOportal.

We operate out of our office in Chichester.

Our supply chain is managed as per our Supplier Control Policy and ISOrisk.

Responsibility for Anti-Slavery Initiatives

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

To ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

All our policies and procedures have been implemented on our ISOportal in adherence with ISO9001: Quality Management System Standard and ISO27001:2013 Information Security Management System Standard.

Due Diligence

As part of our initiative to identify and mitigate risk we:

- ❖ Maintain a work environment meeting the requirements of ISO9001:2015 and ISO27001:2013
- ❖ Where possible, longstanding relationships are built with local suppliers and customers clearly detailing expectations of business behaviour

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- ❖ Internal assessment of supply chain based on a pre-qualification questionnaire, supplier performance (e.g. audit and spot check results), and other indicators of supplier-specific risks. Our suppliers are vetted and maintained, and any issues are reported back during our weekly resource meetings. Any employees of sub-contractors are checked for their eligibility to work within the UK prior to starting work on site.
- ❖ As we have not sourced products or labour from outside of the UK we feel that we are at a low risk of encountering supply chain members who are involved in slavery or human trafficking but assess each supplier on an individual basis.
- ❖ We ensure the eligibility of our staff to work within the UK as part of our recruitment process. We check their National Insurance number, request photographic ID such as passport or driving licence and a copy of their birth certificate
- ❖ All staff are encouraged to report any concerns to top management
- ❖ All staff are aware of our sustainability and ethical ethos through ISOportal and at induction.
- ❖ Identify and assess potential risks as part of our ISO Risk Assessment Policy utilising ISOrisk

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a Supplier Control Policy.

Adherence to our policies and procedures is maintained via our Internal Audit Programme.

Any impacts that arise relating to this policy are recorded on the Improvement Form on ISOportal.