

Modern Slavery Statement

Introduction

Tallant Jones (hereafter referred to as "the Company") is committed to combating modern slavery and human trafficking in all its forms. This Modern Slavery Statement sets out the steps we have taken to ensure that slavery and human trafficking are not taking place in our business operations or supply chains.

Our Business

Tallant Jones is a management consultancy based in the North West of England. We provide consultancy and programmes of delivery to support Employee Engagement, and specialise in Organisational Culture, Leadership Behaviours and Team Dynamics. Our commitment to ethical conduct and corporate responsibility is integral to our business operations. Our strapline is "Performance through People" and we advocate that our clients, suppliers and associates adhere to stringent and ethical codes of conduct and recognise their pastoral duties and responsibilities of care that they should extend to their staff.

Our Policies

The Company has a zero-tolerance approach to modern slavery and human trafficking. We are committed to ensuring that our business and supply chains are free from slavery and human trafficking. Our policies and procedures to prevent modern slavery include:

1. **Supplier Code of Conduct:** We have implemented a Supplier Code of Conduct that outlines our expectations regarding human rights, labor practices, and ethical conduct. We require all our suppliers to adhere to these standards.
2. **Due Diligence:** We conduct due diligence on all new suppliers to assess their compliance with our Supplier Code of Conduct. This includes evaluating their policies, procedures, and practices related to modern slavery and human trafficking.
3. **Training:** We provide training to our employees to raise awareness of modern slavery and human trafficking risks and to ensure they understand their role in preventing these abuses. Additionally, we encourage our associates to ensure that they are up to date with the Modern Slavery Act (2015) and adhere to our own codes of practice when representing Tallant Jones.
4. **Whistleblowing Mechanism:** We have established a confidential whistleblowing mechanism to enable employees and stakeholders to report any concerns or suspicions of modern slavery or human trafficking.

Supply Chain

The Company recognises the importance of understanding and managing the risks of modern slavery within our supply chain. We are committed to working with our suppliers to address any identified risks and drive continuous improvement. We undertake the following actions to manage supply chain risks:

1. **Risk Assessment:** We assess the risk of modern slavery within our supply chain and prioritise actions to mitigate these risks.
2. **Supplier Engagement:** We engage with our suppliers to communicate our expectations regarding ethical conduct and encourage them to adopt responsible practices.
3. **Audits and Monitoring:** We reserve the right to conduct regular audits and monitoring activities to evaluate supplier compliance with our standards and identify any instances of non-compliance.

Conclusion

Tallant Jones is committed to upholding the principles of transparency, accountability, and ethical conduct in all aspects of our business. We will continue to take proactive measures to prevent modern slavery and human trafficking and work collaboratively with our stakeholders to address these issues.

Approval

This Modern Slavery Statement has been approved by the Managing Director and will be reviewed annually to ensure its effectiveness and relevance.

Date: 30th November 2023

Reviewed & updated: 2nd December 2025

Signed: Lizz Jones, Lead Consultant Tallant Jones