

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Itac Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2019.

B) ORGANISATIONAL STRUCTURE

The Organisation is based at one central site in Radcliffe, Manchester where all employees work.

The main activity of the Organisation is the bespoke formulation of adhesives and coatings. Demand for our product is consistently high throughout the year and is therefore not affected by seasonal variations.

The labour supplied to the Organisation in pursuance of its operation is carried out at its site in Radcliffe, Manchester and currently all work is wholly carried out in the United Kingdom.

C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

E) SUPPLY CHAINS

In order to fulfill its activities, the Organisation's main supply chains include those related to the supply of polymers, chemicals and solvents from various suppliers in the United Kingdom, USA and Europe.

F) POTENTIAL EXPOSURE

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

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G) POLICIES

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery and set out to limit our commercial relationships with companies who demonstrate ethical corporate responsibility and practices.

H) DUTY OF CARE

The Organisation does not have a Slavery Compliance Officer. However, the Organisation retains independent advice from a market leading third party HR advice service to whom all concerns regarding modern slavery would be addressed, and who will then advise on relevant action with regard to the Organisation's obligations in this area.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.



Signed.....

Paul Armitt
Managing Director

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