

## Slavery and Human Trafficking Statement

The following statement constitutes Ctalk's Slavery and Human Trafficking Statement and shall be made available to third parties such as customers and suppliers when required. It shall be reviewed annually.

Ctalk is opposed to all forms of slavery and human trafficking and expects all its suppliers and customers to be similarly opposed to such practices. Ctalk will not knowingly deal with any business that is involved in any way with modern slavery and if any organization that Ctalk deals with is found to be involved in modern slavery, Ctalk will sever all links with that organization with immediate effect.

Ctalk has a comprehensive set of policies and procedures which form the basis of Ctalk's code of conduct. All staff are required to read these policies and procedures and sign a statement that they have read and understood these documents annually.

Background checks to HMG Baseline standards are carried out by a commercial background screening organization – Sterling Talent Solutions. These checks include a "Right to Work" check and verification of the candidate's identity.

Ctalk's suppliers are all UK or EU based and checks are carried out on these suppliers to ensure they have provisions in place to verify compliance with the Modern Slavery Act 2015. Where necessary, third parties will be asked to provide evidence of their compliance with the Modern Slavery Act 2015.

Ctalk encourages all staff and third parties to report all concerns and suspicions of slavery and human trafficking to the Chief Executive Officer and has in place policies which specifically prohibit any detrimental treatment of anyone reporting such concerns or suspicions.

Ctalk is committed to continual improvement of its procurement policies in order to ensure it can play its part in eradicating all forms of modern slavery.

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