



## Our commitment to human rights.

Tapps is committed to supporting and respecting internationally proclaimed human rights.

As Britain is a signatory to the United Nations Global Compact since 2008, we adhere to the 10 Principles of the Global Compact and to the United Nations Guiding Principles.

We foster a trusting, open and inclusive environment within the company and treat each person we deal with in a manner that reflects Tapps values.

This core value underpins our commitment to the elimination of slavery and human trafficking.

We expect all our people to treat each other, and those we deal with, respectfully and with dignity.

We do not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, bullying or harassment of any kind.

Tapps actively encourage our people to raise ethical and legal concerns, including any concerns about human rights issues, and we make multiple channels available for them to do so—including anonymously, where legally permitted.

We also stress that we have zero tolerance for retaliation against anyone who speaks up in good faith.

We investigate any potential human rights breach we become aware of, and seek to appropriately remedy or mitigate those breaches.

## Our due diligence within our own business

To remain consistent with our commitments under the UN Guiding Principles, we regularly conduct appropriate due diligence assessments to review our employment practices and workplace environment.

We are committed to take appropriate action if we identify concerns.

## Slavery and Human Trafficking

Our closing point is that we will not tolerate or accept any inhumane situations and we have made a commitment to make all our staff aware of our policies.