

## Modern Slavery Statement

### Introduction

tango komunikacije d.o.o. is committed to ensuring that modern slavery and human trafficking do not exist within our operations or supply chains. We recognise our responsibility to act ethically and with integrity in all our business dealings.

### Definition

Modern slavery is a broad term that includes slavery, servitude, forced labor, and human trafficking. Some examples are forced work through threats, being controlled by an employer, being treated as property, and having restricted freedom.

### Our Business

We are a contact centre based in Croatia, employing over 20 local professionals and are committed to creating a fair and respectful working environment for all employees.

### Policies and Procedures

We have implemented strict policies to prevent modern slavery and human trafficking within our organisation, including:

- Regular audits of our supply chain to ensure compliance with labor laws where possible.
- Mandatory training for all employees on recognizing and preventing modern slavery.
- A clear grievance procedure for reporting any concerns related to labor practices

### Risk Assessment

We have assessed the risks of modern slavery within our business and supply chain. Given our industry and location, the risk is considered very low, but we remain vigilant and proactive in identifying any potential issues.

### Due Diligence

We perform thorough due diligence when engaging with suppliers, requiring them to adhere to our ethical standards and the relevant labor laws. We also review and update our practices regularly to adapt to new challenges.

### Continuous Improvement

We are committed to continuous improvement in our efforts to combat modern slavery. We will regularly review our policies, procedures, and practices to ensure they remain effective and up to date.



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## **Approval**

This statement has been approved by the management team and reflects our commitment to preventing modern slavery in all forms.

Date: 12/09/2024.

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