



Modern Slavery Statement 2025

Our Statement

The Mosaic Tile Co Ltd T/A Verona are committed to high standards of ethical and governance arrangements in respect of impartiality, integrity and objectivity in managing our activities. We have a zero-tolerance approach to modern slavery and support the UK Government's objectives to eradicate modern slavery and human trafficking. We will continue to work with our third-party auditors to ensure our values are carried through into our supply chain.

Mike Dent (Managing Director)

Feb 2025

Our commitments

The Mosaic Tile Co Ltd T/A Verona is committed to protecting and respecting human rights and have a zero-tolerance approach towards modern slavery. We are committed to ensuring that there is no modern slavery and human trafficking in our supply chains or any part of our business. We do not enter into business with any organisation, which knowingly supports, or is found to be involved in slavery, servitude or forced or compulsory labour.

As an equal opportunities employer, we're also committed to creating and ensuring a non-discriminatory and respectful working environment for our people. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK.

Our business and supply chain

The Mosaic Tile Co Ltd T/A Verona is an Importer, Distributor and Stockist of Tiles and flooring. We supply our goods across England, Scotland, and Wales. Our mission is to make a better future for people and the environment.

Our purpose

We keep people safe and provide peace of mind, we protect and enhance the environment, we use our information and expertise to make informed decisions.

Throughout 2025 we will continue to focus on our mission of making a better future for people and the environment within our business. Our new focus is on measuring our Environmental impact and reducing our Carbon footprint.

We engage with a range of suppliers from SMEs to large corporations. Our main

suppliers provide technical and specialist manufacturing related information which support our core activity. Whilst we assess ourselves to have a generally low risk of modern slavery in our business activity, we acknowledge that there are highest risk areas / countries that require stringent scrutiny.

Our suppliers are verified to be compliant with the laws of their respective country.

Our policies

We are committed to doing the right thing by ensuring we respect human rights and the environment. We manage a governance for all our products and areas within our sustainable framework and follow best practice guidelines on which our policy and processes are based.

The following policies are available to all staff through in our Company handbook:

- Code of conduct
- Whistleblowing policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policy

Due diligence within our supply chain

We follow the Government Commercial Function guidance and build appropriate measures into our sourcing, supplier on-boarding and contract management processes, therefore minimising our exposure to risk. Using supply chain due diligence principles enables and third-party Ethical audits to make a judgement on transactions and the integrity of our supply chain.

We aim to build relationships with our suppliers to ensure they comply with our values and that they are aware of our commitment to protect human rights and the environment. As part of our procurement processes, we require all suppliers to comply with the requirements of the Modern Slavery Act.

Risk assessment and management

We have an internal system for identifying and reporting Modern slavery within our company.

Suppliers who were identified as at risk of a higher level of modern slavery risk are requested to provide further information, to determine whether appropriate policy and processes to identify and manage these risks are in place, and whether the level of due diligence they undertake and protection they afford their supply chain and employees is sufficient.

We do not actively engage with suppliers identified as having areas of potential risk. If this situation arises, we will provide guidance on support that is available to help mitigate their own supply chain risk and make them aware of the UK Government Modern Slavery Assessment tool.

We will continue to work closely with the supplier to remedy identified issues and put

systems in place to ensure they meet our requirements and to also prevent issues in the future.

If a supplier fails to adequately remediate the issue, the relationship would be re-evaluated and if necessary, terminated.

Training on modern slavery and trafficking

All team members will be initially trained on modern slavery on induction. Further training given to our procurement team required to source and develop products around the world ensuring that our values and commitment to eliminating modern slavery within our supply chain is maintained.