



### Modern Slavery Statement

TSUNAMI AXIS GROUP COMPRISING TSUNAMI AXIS LTD, FLOURISH HEALTHCARE LLP, TSUNAMI OPERATIONS LTD: MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR ENDED 31ST MAY 2020, ISSUED PURSUANT TO SECTION 54 OF THE MODERN SLAVERY ACT 2015

#### OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS

Give brief details of the organisation, the business activities it carries out and the nature of its supply chain.

The Tsunami Axis Group provides commercial furniture services, comprising the planning, selection, procurement, project management, installation, aftercare, and logistics services. The largest company in the group is Tsunami Axis Ltd, which is a furniture dealership. Flourish Healthcare LLP is a healthcare furniture dealership, and Tsunami Operations provides logistics, warehousing, and installation services.

The Tsunami Axis Group procures its furniture from approximately 75 established manufacturers, and the largest of these is Herman Miller, for whom Tsunami Axis is a premier dealer. The furniture industry in the company's main region of operation operates within recognised ethical parameters, driven by a customer base which includes architects, large corporate entities, government departments, and charities. These clients make strict ethical demands through the bidding process.

The Tsunami Axis Group conducts a prequalification process for its manufacturers, and records this information within its business management system, which is audited and certified to ISO9001.

The company is committed to managing itself and its suppliers in line with the guidance standard ISO20400 (ethical procurement), and expects to complete this process during 2019.

#### OUR POLICIES

- » Responsible Sourcing Policy
- » Human Rights Policy
- » Environmental Policy
- » Anti-Bribery and Corruption Policy
- » Whistleblowing Policy
- » Health and Safety Policy
- » CSR Policy
- » Employee Handbook
- » Subcontractor Code of Conduct
- » Supplier Code of Conduct

#### DUE DILIGENCE PROCESSES

- » Surveying manufacturers, to ensure they meet minimum requirements.
- » Surveying sub contractors to ensure they meet minimum requirements.
- » Conducting internal audits to ensure manufacturers and suppliers are compliant

#### STEPS TO ASSESS AND MANAGE RISKS

Acknowledge the parts of your business and supply chains where there is a risk of slavery/human trafficking taking place, and detail the steps taken to assess and manage that risk.

The primary risk applicable to our business is the production of sub-components by our manufacturers. We understand that the primary area of concern are unbranded components, which are bought in by our suppliers, and which may be used to construct larger parts. We also assess the production of veneers as another area for concern, although all supplied are FSC compliant.



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We will direct our internal auditing into these areas of our manufacturers' activities.

#### TRAINING

Tsunami Axis provides internal information dissemination, and instruction packs which incorporate the following topics:

- » Assessing the risk of slavery and human trafficking
- » Identifying the signs of slavery and human trafficking
- » "Actions On": If slavery or human trafficking is suspected
- » Escalating potential slavery or human trafficking issues
- » Organisational processes for supplier/sub-contractor non-conformance in high risk scenarios

#### OUR EFFECTIVENESS IN ELIMINATING MODERN SLAVERY

As of the year ending 31st May 2018, Tsunami Axis has no evidence of modern slavery in use throughout its sub-contractors, or first-line suppliers, or their suppliers. However, we recognise the importance to audit, monitor, and disseminate awareness of the modern slavery risk within our supply chain.

Signed:

18th December 2021

Paul Hughes, Director.

Review:

17th December 2022