



## Modern Slavery & Human Trafficking Statement

### Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 December 2025.

Intatec Limited ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

### Organisational structure

Intatec Limited operates from offices and warehousing in the United Kingdom. We operate in the plumbing and heating sector working with a number of key direct suppliers, who provide us with components, and services such as IT support, public relations and marketing.

For more information about the Company, please visit our website: [www.intatec.co.uk](http://www.intatec.co.uk).

### Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner, these include the following:

- **Right to Work Verification Process** - We conduct checks on all prospective employees to verify that they are eligible to work in the UK.
- **Supplier Code of Conduct** - We check our major suppliers to ensure they operate in compliance with local laws, rules and regulations.
- **Whistleblowing Policy** - All employees are encouraged to raise any concerns they may have about our working practices.
- **Staff code of conduct** - We are committed to the fair treatment of all employees. The code of conduct within our handbook makes it clear that we have a zero-tolerance approach to modern slavery.'
- **Procurement policy** - We ensure that potential suppliers are committed to showing that slavery and human trafficking is not taking place within their own supply chains.
- **Bribery Policy** – employees are aware that they are not to offer or accept any form of gift, whether it be monetary or a physical gift, that may constitute a bribe

We make sure our suppliers are aware of our policies and adhere to the same standards.

### Due Diligence

We undertake due diligence when considering taking on new suppliers and regularly review our existing suppliers. This process includes:

- evaluating the modern slavery and human trafficking risks of each new supplier and targeting our assessment and controls where we judge that risk to be highest.
- ensuring that our expectations of business behaviour are clearly communicated to all suppliers. This includes, as a minimum, compliance with the requirements and sentiments of the Modern Slavery Act 2015, and in particular section 54(1).
- taking steps to improve substandard suppliers' practices, which may include providing advice to suppliers and requiring them to implement action plans.
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier expectations, including the termination of the business relationship.



### **Risk and compliance**

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its supply chain through evaluating the slavery and human trafficking risks of each new supplier.

We do not tolerate slavery and human trafficking in our supply chains. If evidence of modern slavery or human rights abuses were found within any of our contracted suppliers, we would take immediate action to notify the appropriate authorities and work with the supplier to understand the situation. We would work with the supplier to implement corrective measures to help the affected employees and prevent further harm. In the event the supplier did not cooperate with or implement the improvement we would terminate the contract and seek an alternative source.

### **Effectiveness**

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains.

- We completed Modern Slavery training for our wider management team in 2024.
- Continue to monitor any complaints or reports of modern slavery from within the supply chain.
- Conduct annual reviews of employee wages in-line with National Minimum & National Living Wage as set by the UK Government.
- Conducting periodic on-site visits of suppliers which include a review of working conditions.
- Requiring all relevant staff to have sufficient understanding of the issues surrounding modern slavery and the actions to take where appropriate.

**Signed:**

A handwritten signature in black ink, appearing to read "Darran Bougourd".

**Darran Bougourd (Managing Director)**

**Date: 08/01/2026**

**Review Date: 08/01/2027**