

Policy Statement on Slavery and Human Trafficking

Owner: General Counsel



Introduction

Tait Communications is committed to ensuring that its business does not directly or indirectly support slavery and trafficking activity whether in our supply chain or throughout our business. Further we are committed to building awareness in our business and supply chains to address the challenges of modern slavery and human trafficking. This statement outlines our policies and business practices that are in place as well as some initiatives currently underway to ensure that we are continually striving to improve transparency with customers, partners, suppliers, employees, and shareholders.

Our Structure and Business

The Tait Group's parent company Tait International Limited is based in Christchurch, New Zealand which is the headquarters of our global manufacturing, services, and product distribution activities. Tait Communications provides critical communications equipment, infrastructure, and associated services.

The vast majority of Tait's critical communications equipment is manufactured at our Christchurch factory. Products and Services are supplied across the globe with entities located in New Zealand, Brazil, United States of America, United Kingdom, Austria, France, Australia, Singapore and Dubai and through authorised distributors and resellers on a global basis.

Tait has approximately 600 employees worldwide.

Tait's Commitments and Policies related to Slavery and Human Trafficking

Tait ensures compliance with this policy by promoting a culture of ethical business conduct, integrity, and transparency. Our Business Conduct and Code of Ethics policy (Code of Conduct) requires all employees, officers and directors, to conduct business activities (whether in the supply chain or elsewhere in the business) in accordance with all applicable rules and regulations and at all times with integrity and in a transparent manner. The Code of Conduct states that decisions must be ethical as well as legal and they should reflect the Tait Values. Those values are listed on our website: <https://www.taitradio.com/about-us/our-values#Social>.

Our Code of Conduct requires that accurate business records and information in accordance with applicable laws and Tait's record management policies are maintained. It further promotes the importance of 'speaking up' under our whistleblowing policies without retaliation.

Human Resources Policies

Tait's Corporate Social Responsibility policy states that Tait will never use forced labour or child labour and we seek the same commitment from all of our suppliers, subcontractors, clients and partners of the same. Tait is committed to compliance with all laws and regulations and maintains robust procedures to ensure that all employees receive at least the minimum wage and holiday entitlements.

Tait's recruitment policies set out the minimum standard for each region in which we engage staff. All opportunities must be approved through our internal processes and follow strict selection and a minimum process standard to be performed. All employees who join us and consultants that we provide are subject to checks to ensure they are genuine applicants operating as free agents with the required level of propriety. We comply with all relevant labour, immigration, and minimum wage legislation.

Whistleblowing

Tait encourages all its workers, customers, and other business partners to report any concerns related to its direct activities or supply chains. Such concerns are investigated by Ethics Officer and notified to a nominated board member. Clear escalation and conflict management procedures are in place.

Health & Safety

Tait's focus on Health and Safety ensures that our workers, whether within our manufacturing facility, office based or home based, or undertaking significant travel, are safe and any risk to their wellbeing is mitigated as far as is reasonably practicable. When onboarding new partners or vendors in our supply chain we undertake a questionnaire and due diligence process to understand our suppliers' policies and procedures in relation to health and safety and to ensure that we are only engaging with companies that make the health and safety of their staff a priority in their work.

Tait has implemented additional measures which satisfy government guidance (including Health and Safety measures) as well as our own internal processes and procedures, in our response to the COVID-19 pandemic.

Responsible Department and Oversight

The General Counsel (who is also the Group's ethics officer) has overall Leadership Team responsibility for oversight of this policy with support from the Global Human Resources Manager. Any issues or matters raised in relation to this policy are reviewed by the Legal Department and reported to the People Safety and Culture Committee.

Areas of Focus

Tait recognises that the global COVID-19 pandemic may increase the risks associated with modern slavery in our supply chain and our organisation. To address this, Tait will undertake a high level review of our supply chain and we will update our due diligence process to seek targeted information on the measures taken by new suppliers due to COVID-19 and encourage open communications to understand any impacts on their businesses and workforce. In addition, Tait will focus on increased intra-group collaboration with local boards to review internal processes and seek improvements.

Second, Tait will focus on continued refresher training and development for managers and sales and partnering teams. Ensuring managers maintain the need to be alert for signs or behaviour that may indicate compromised personal situations and increasing awareness of our clients' expectations and needs in this space

Approval

This statement has been submitted to and approved by the Board of Directors of Tait International Limited. This statement has been made for the purposes of section 54 of the Modern Slavery Act 2015 (UK), Modern Slavery Act 2018 (Australia) and the California Transparency in Supply Chain Act 2010 (USA).



Garry Diack

Chief Executive Officer Tait Group



Sir Brian Roche

Chairman Tait Group

Dated: 27 August 2020 .

Dated: 21 October 2020