

# MODERN SLAVERY

A VOLUNTARY STATEMENT

Tangibility

We are committed to delivering merchandise through a supply chain that values every human and the planet for the precious gifts they are.

# Eliminating slavery in **all** our operations & supply chain.

Tangibility opposes any form of exploitation of an individual person who cannot leave or refuse due to abuse of power, threats, coercion or deception whether direct or perceived.



Tangibility

**Company Name:** TANGIBILITY Pty Ltd.  
ABN 78 111 957 996

**Registered Address:**  
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Western Australia 6153

**First point of contact:**  
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## OUR VALUES //

Tangibility has taken a leadership role with social responsibility in our industry. We are committed to incorporating internationally recognised labour practices, social compliance standards and environmental responsibility into our business practices and supply chain.

**We abide by the laws of the countries in which we operate.**

**We oppose any kind of involuntary labour, performed under threat of reduced or no payment.**

**We are committed to working with suppliers who operate legally, ethically and recognise the value of rewarding whole communities to ensure their future is sustainable and prosperous for generations to come.**

We believe sustainability begins with a principles based approach to doing business.

We support the United Nations values outlined as: "10 principles of the UN Global compact".  
[www.unglobalcompact.org/what-is-gc/mission](http://www.unglobalcompact.org/what-is-gc/mission)



Our principles demonstrate our commitment to humanity, be it our customers, our suppliers and to the communities in which we live and trade. Being true to our responsibilities and our principles sets us apart from the opportunistic approach some western businesses have taken.

Our goal is to be vigilant, continually reviewing and improving our operations and supply chain.



**Tangibility believes the best means of eradicating slavery is by embracing a culture of 'giving back' not merely endorsing rules which limit discrimination.**

We embrace the spirit of our policy which is to build-up the communities with which we live and trade. We strive to work with supply partners who treat their employees with respect, pay a fair price for their labour and invest in their employees beyond the immediate business requirements for the long-term development of the communities they operate in.

Maintaining our reputation as a responsible company and corporate citizen that complies with the law of the land is the responsibility of all staff, employees and contractors. Without this reputation for integrity, we would both fail our customers, and fail in our own estimation. These responsibilities are critical to Tangibility's success both historically, and into the future.

# OUR SUPPLY CHAIN //

Tangibility is aware of the many risks at each and every stage of our supply chain. Modern Slavery is a term limited to only the worst forms of abuse.

We strive to recognise a community as a whole, giving-back in an effort to make their future sustainable and prosperous for future generations.

It is both our responsibility and privilege.

Please visit our website for more current information about programs:

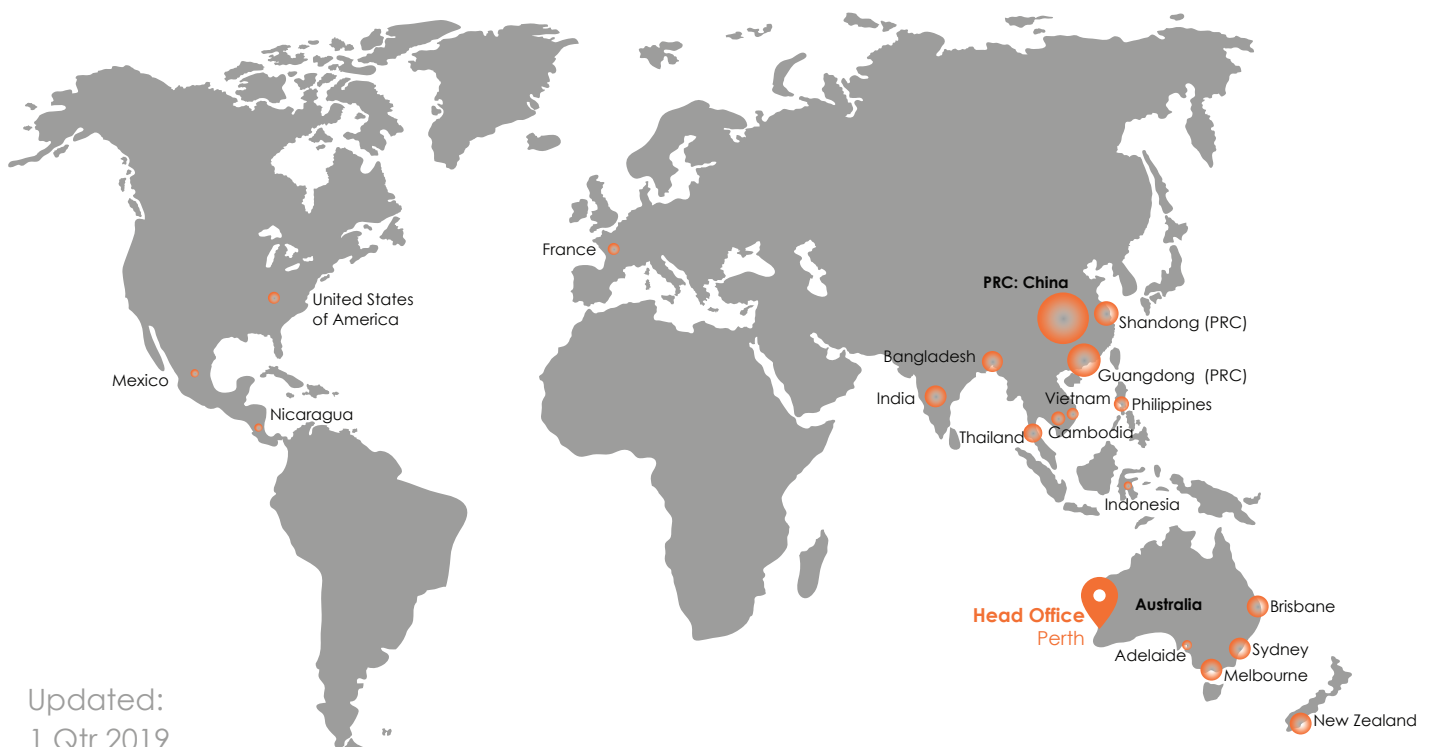
[www.tangibility.com.au/giving-back](http://www.tangibility.com.au/giving-back)



Eastern Kenya: Sponsorship includes providing clean water, suitable nutritional & educational needs. Sponsorship by Agape in Action.

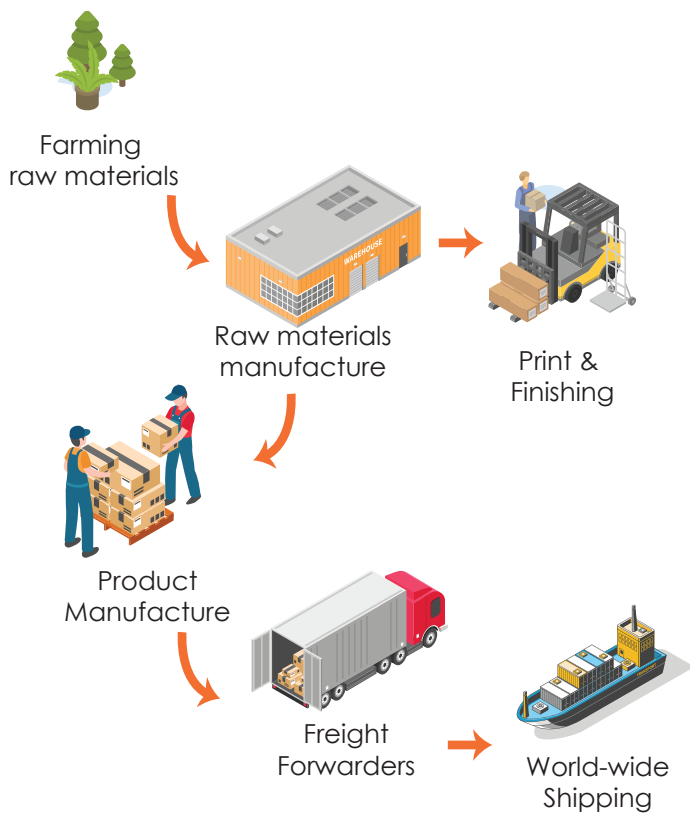


## Regions in which we operate:



Updated:  
1 Qtr 2019





**Local operator**  
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**Global supply chain**



### Recognising the complete supply chain.

We continuously work with our suppliers to ensure products are manufactured and supplied in an ethical way.

This begins with the sourcing of raw materials by sustainable methods. The safe, healthy and ethical treatment of workers is critical throughout the process, as is safe environmental practices.

We maintain strong working relationships with our suppliers and are confident the values we hold are maintained.



Providing the foundations for life: Water, nutrition and education to those most in need. Sponsorship by Agape in Action.

# OUR POLICY //

**Tangibility is committed to protecting the health and safety of our employees, vendors, and customers and the environment they operate in. We recognise that by integrating values that include environmental as well as health and safety management practices, we can offer safe, innovative products from a secure working environment while conserving and enhancing resources for future generations.**

## LAW AND POLICY COMPLIANCE

All Suppliers are expected to comply with relevant international law and local laws and regulations of the country of manufacture or exportation. All our suppliers are expected to support this policy and are expected to have a management program in place to demonstrate that all of these policies are rigorously maintained.

## CHILD LABOUR

We have a zero tolerance to any form of child labour in our supply chain.

Children must not be hired to work before completing their compulsory education (as prescribed by applicable local laws). All employees and contractors in our supply chain and business partners supply chain must have reached the minimum age prescribed by law in the country of manufacture or exportation. Notwithstanding local requirements, the minimum age to be employed is 15 years of age.

## DISCRIMINATION

Tangibility values and respects cultural differences across our supply network. Our suppliers commit to provide a work environment in which everyone is treated fairly and where gender, cultural, ethnic, religious or other diversity factors such as disability are respected.

## SLAVERY AND FORCED LABOUR

Our suppliers positively affirm that they do not allow forced, bonded or involuntary labour, whether in the form of prison labour or otherwise. All workers will be treated with respect and dignity.

Tangibility opposes any form of exploitation of an individual person who cannot leave or refuse due to abuse of power, threats, coercion or deception whether direct or perceived.

## COMPENSATION AND BENEFITS

Wages and benefits must satisfy, at a minimum, national legal standards or local industry benchmarks, whichever is higher. In countries or situations where no minimum wage legislation exists, the supplier must seek to establish a living wage that provides an adequate standard of living for all its employees and their dependants, as well as providing some discretionary income. The supplier must not deduct allowances or withhold wages as a disciplinary measure or for any other reason that is not permitted by law. Performance-based pay systems must be calculated based on reasonable expectations and be clearly defined and communicated.

## WORK HOURS

Suppliers are prohibited from requiring employees to work more than the regular and overtime hours permitted under the national legal standards or local industry benchmarks, whichever provides greater protection and choice for the worker. Suppliers and subcontractors shall not compel their employees to work excessive overtime hours.

## SAFETY, HEALTH AND WELLBEING

Suppliers must provide a safe and healthy workplace. All suppliers facilities must comply with all the national and local laws and regulations concerning health and safety in the workplace and environment. Unsafe buildings (workplace and/or accommodation) or hazardous equipment are NOT acceptable environments for products to be supplied to Tangibility. All equipment must be properly safeguarded to prevent injury and safety training must also be provided for equipment requiring special skills and operation.

## WORKPLACE CONDITIONS / HYGIENE

The factory environment (including provided accommodation) shall be kept clean and free from any kind of pollution for the employees' well-being with adequate levels of air movement. The temperature in the factory should be regulated or monitored, the lighting should be sufficient for the work performed, and sanitary facilities should be maintained and kept clean.

## ENVIRONMENTAL CARE AND MANAGEMENT

All suppliers must comply with all applicable environmental laws and regulations in the country of operation. Tangibility recognises our responsibility to promote environmentally sensitive processes in all aspects of the product procurement and manufacturing process. We encourage our whole supply chain to actively reduce the use of natural resources, to re-use or to recycle where possible.

## TRANS-SHIPMENT / LOADING

Suppliers must comply with applicable transportation and customs laws. Implement and maintain systems that comply with the local and customs law regarding trans-shipment of products.

## IMPLEMENTATION AND ONGOING MANAGEMENT

Tangibility expects all Suppliers to respect this policy and to actively commit to achieve, if not exceed the standards outlined in the policy. Tangibility maintains the right to make (either directly or indirectly via services of a third party) unannounced visits to all supply factories at any time.

We apply ZERO tolerance for inaction to non-compliance with the policy and action will be taken immediately to rectify the situation or termination of the contract is be expected.

### First point of contact:

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### Document History:

Created:	April 2008
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	June 2015
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	June 2020 - Currently under review



Smith Family: Poverty on our shores

Respect for human rights is crucial to the sustainability of our business.




Agape in Action: Providing clean drinking water to communities



Muravah Foundation: Educating the next generation and achieving dreams





TREAT OTHERS  
AS WE WANT  
TO BE TREATED

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