

Corporate Social Responsibility

Overview

TALISMAN GROUP Malvern is located in Worcestershire, UK with circa 55 employees and a turnover of £7m per annum. It is part of TALISMAN GROUP Ltd, comprising of the following companies:

- Talisman Group Crewkerne (South West)
- Talisman Group Rochester (South East)
- Talisman Group Malvern (Midlands)

Details of the businesses within the Group can be found on the TALISMAN GROUP website and Companies House.

Our **mission** is *“To provide cost effective injection and composite moulding solutions with a clear focus on doing the right thing for the customer, through a continuous improvement ethos”.*

Our **vision** is *“To be a recognised leading UK Injection and composite moulding company, serving the electrical and electronics, fluid handling, automotive and rail sectors”.*

Customers

We recognise that our customers are key stakeholders in our business and we are committed to working together in order to build strong customer relationships, for mutual benefit.

TALISMAN GROUP respects its customers confidentiality. In line with our Information Security Policy; any sensitive information, including IP is stored and protected. Data classed as “Restricted” or “Confidential” will not be shared without permission of the customer.

Suppliers

TALISMAN GROUP Malvern trade with established, reputable suppliers who form our Approved Suppliers List (ASL). Approved suppliers are expected to adhere to best accepted business practices in relation to Health, Safety, Environment and Human rights.

Suppliers of metal products, such as ‘inserts’ must adopt Policies and management systems that ensure products supplied to Talisman Group Malvern are “DRC Conflict-Free” (Policy TPL0023).

Employees

At Talisman we believe people are at the heart of our business; we understand developing our personnel helps drive the growth of our business. We ensure safety systems are maintained and all personnel have the correct personal protective equipment. Senior Management ensure that Health and Safety regulations are adhered to at all times.

We support our employees whilst ensuring business needs are met, this includes flexible working hours, to help with issues such as child care and health problems.

Discrimination on grounds of gender, race, religion, disability or sexual orientation is not tolerated within the organisation.

An **anti-bribery policy** is in place and is documented in the Employee Handbook, section 7-3.

Community

Talisman recognises it is part of the community in which it is located; each year we have a nominated charity where any monies raised by the workforce is matched by the company. We also sponsor our local sports teams.



Environment

TALISMAN GROUP Malvern endeavours to adhere to all Environmental regulations and is actively working to reduce process waste and energy consumption. We are certified to ISO 14001.

Modern Slavery

Our supply chain

The Group has reviewed in detail the requirements of the Modern Slavery Act 2015, Section 54(1) to help it improve transparency and awareness of its supply chain in the area of modern slavery. We have categorised our supply chain into three key areas and have assessed risk and how to improve our understanding as follows:

1. Commodity supplies

Where we acquire product via brokers and wholesalers from either the UK or Europe Many of these supplies are from large scale commodity providers of polymer, packaging and pigments. We have very little direct access to further down these supply chains and therefore cannot conclude on how compliant these companies are. Further work will be undertaken to review their compliance and transparency statements during this year and consideration will then be given to requesting direct confirmations of compliance as necessary.

2. UK suppliers where we engage directly

Our business is very close to its main UK suppliers engaging regularly and having a good awareness of the practices they adopt. Suppliers' own Modern Slavery statements and practices will be examined and training will be provided to local teams to better identify potential issues going forward but this is seen as a low-risk area.

3. Overseas suppliers in particular in China and the far east

Within the group, we have companies that source from this region. Each company has direct access to suppliers and they carry out a variety of audits on both taking on a supplier and then ongoing Quality each year. Currently these audits focus on quality control processes and a general assessment of working practices. Currently all suppliers' practices are deemed acceptable and normal for that region. Further training will be provided to local teams to better identify issues going forward.


Our policies on slavery and human trafficking

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to identify and mitigate risk we are working on procedures to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.



Shaun Champion, CEO - TALISMAN GROUP LTD
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01684 892892



Enquiries.Malvern@talismangroup.co.uk



www.talismangroup.co.uk