

# Talentia Group

## Exclusion of Clients from Controversial Industries - March 2023

### Introduction

At Talentia, we are committed to conducting our business in alignment with our ethical values and social responsibility. In pursuit of these principles, we have established a policy that outlines our decision not to work with clients from certain controversial industries. This policy aims to ensure that our partnerships are consistent with our commitment to making a positive impact on society.

### Controversial Industries

1. **Gambling:** We will not engage in partnerships with companies involved in the gambling industry, including but not limited to casinos, online gambling platforms, and betting services. We acknowledge the potential negative consequences associated with gambling addiction and the detrimental effects it can have on individuals and communities.
2. **Defence and Weapons:** We will refrain from collaborating with clients involved in the manufacturing, distribution, or sale of weapons, firearms, or military equipment. We recognize the potential harm caused by the misuse of such products and the importance of promoting peace and non-violence.
3. **Tobacco and Tobacco-related Products:** We will not work with clients involved in the production, marketing, or distribution of tobacco or tobacco-related products. We acknowledge the significant health risks associated with tobacco use and support efforts to discourage its consumption.
4. **Adult Entertainment:** We will not form partnerships with clients operating in the adult entertainment industry, including but not limited to pornography, strip clubs, or escort services. We prioritise creating a safe and respectful work environment for our candidates and promoting industries that align with these values.

### Communication and Transparency

1. **Client Screening:** We will conduct due diligence to ensure that potential clients do not operate within the controversial industries outlined in this policy. We will assess their industry involvement, corporate values, and alignment with our principles.
2. **Transparent Communication:** We will communicate our policy clearly to clients, explaining our decision not to engage with organisations in the mentioned controversial industries. We will uphold open and honest communication throughout the client selection process.

### Continuous Policy Evaluation

1. **Policy Review:** We will regularly review and update our policy to reflect the changing landscape of controversial industries and societal expectations. We will ensure that our policy remains relevant and aligned with our ethical values.
2. **Stakeholder Input:** We welcome feedback and suggestions from our employees, clients, candidates, and other stakeholders regarding industries that should be considered

controversial. We will take these perspectives into account during our policy evaluation and decision-making processes.

## Compliance

1. **Non-Negotiable Position:** Our decision not to work with clients from controversial industries is non-negotiable. We will not compromise our policy or engage in exceptions that contradict our commitment to ethical business practices.
2. **Legal and Regulatory Compliance:** We will ensure that our policy aligns with applicable laws and regulations in the jurisdictions where we operate. We will respect legal boundaries while making our independent choices regarding client selection.

By implementing this policy, we strive to uphold our commitment to ethical business practices and promote industries that align with our values. We believe that by consciously excluding clients from controversial industries, we can make a positive impact and contribute to a more sustainable and socially responsible business environment.