

Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. Tiso Blackstar Group SE (“Tiso Blackstar” or the “Company” or the “Group”) continues to ensure that modern slavery or human trafficking does not take place within our organisation. This constitutes the Tiso Blackstar slavery and human trafficking statement for the financial results 30 June 2019.

Tiso Blackstar has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within all our businesses.

Our Structure

Tiso Blackstar is a UK registered Company with a primary listing on the Main Board of the JSE. The Group is a global company rooted in South Africa, operating market leading media, broadcast, content and retail marketing properties. The Group has strong exposure to the rapidly growing digital, broadcast and mobile markets, with a leading position in South Africa and a broad footprint across Kenya, Ghana and Nigeria. The Company is South Africa’s largest national English language publishing group, the second-largest digital publisher, owns the largest music and independent film catalogues on the African continent and operates unique TV channels. Hirt & Carter is the largest marketing solutions company for the retail sector in Africa. We are custodians of iconic brands that include the Sunday Times, Sowetan, Business Day, Financial Mail, The Herald, Daily Dispatch, Gallo Music and Uniprint amongst many others.

Our Supply Chain

Tiso Blackstar is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships. The group uses a wide range of suppliers who supply goods for sale, provide services at events and support our operations.

Our business is office-based and our primary supply chain categories support these office operations. Supply categories include office space, office services (including the provision of security, catering office supplies and cleaning), IT, Print and Technology, professional services, and business travel. Tiso Blackstar conducts due diligence on all suppliers before allowing them to become a preferred supplier.

Our Policies

We adhere to the following internal policies to ensure that we are conducting business in an ethical and transparent manner.

1. Whistleblowing policy. We have in place a whistleblowing policy which provides a platform for all employees to raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

2. Code of conduct and ethics. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers/third-party vendors to act.
3. Tiso Blackstar has developed an anti bribery and corruption policy to comply with Company's obligations under the Bribery Act 2010 and the provisions of the Criminal Finances Act 2017.

Training

Training will be provided in order to develop the skills and knowledge to those staff responsible in order to recognise the key issues and risks and how these must be addressed. We are committed to promoting and maximising awareness of modern slavery risks across our organisation.

In order to detect any modern slavery in our business or supply chains we must encourage any concerns to be reported without delay or fear of detrimental treatment.

Risk assessment and Measuring effectiveness

Due to the nature of our business and our approach to governance, we assess that we have a low risk of Modern Slavery in our business and supply chain. However, we aim to review the effectiveness of our policies and procedures, to ensure they remain fit-for-purpose. We do not have key performance indicators in relation to combatting Modern Slavery, as any instance would be a breach of law, our supplier standards and/or our company policies.

Approval for this statement

The Board of Directors approved this statement on 19 June 2019.

Name David Adomakoh
Chairman of Tiso Blackstar Group SE

Signature: 

Date: 19 June 2019