

	QMS Policy
	TSG-POL-06 Modern Slavery

Policy Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps TS Group Ltd, comprising of Sychem Ltd, Tapflo UK Ltd, and Attega Group, have taken and will continue to take to ensure that modern slavery or human trafficking is not taking place within the business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. Sychem Ltd 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 the business or our supply chain.

Our policies

We operate a number of internal policies to ensure that we conduct business in an ethical and transparent manner. These include:

1. Anti-slavery policy (this document). This policy sets out the organisation's stance on modern slavery.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

TS Group Ltd have a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate).
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operation.
5. We may terminate the contract at any time should any instances of modern slavery come to light.

Each employee will be given information, instruction, and training as is necessary to enable them to contribute towards achieving these objectives.

Adequate facilities and arrangements will be maintained to enable employees and their representatives to raise concerns about Modern Slavery.

Luke Barnes Chief Commercial Officer 28/07/26

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