

# Modern Slavery Policy

## Modern Slavery Policy

TLS Lighting Ltd is committed to preventing modern slavery and human trafficking in all its forms. We recognize that modern slavery is a grave violation of human rights and a crime that undermines the dignity and well-being of individuals. This Modern Slavery Policy sets out our commitment to combating modern slavery and outlines the steps we take to ensure its eradication from our operations and supply chains.

1. **Policy Statement:** TLS Lighting Ltd has a zero-tolerance approach to modern slavery and human trafficking. We are dedicated to conducting our business in an ethical and responsible manner, upholding the principles of freedom, dignity, and equality for all individuals.
2. **Compliance with Laws and Regulations:** We will comply with all applicable laws and regulations related to modern slavery and human trafficking, including the Modern Slavery Act 2015 (United Kingdom) and similar legislation in other jurisdictions where we operate.
3. **Risk Assessment and Due Diligence:** We will conduct regular risk assessments to identify and assess the potential risks of modern slavery in our operations and supply chains. We will undertake due diligence to ensure that our suppliers and business partners share our commitment to eradicating modern slavery.
4. **Supplier Engagement and Verification:** We will engage with our suppliers and business partners to communicate our expectations regarding modern slavery and seek their commitment to ethical standards. We will verify their compliance through audits, site visits, and assessments of their policies and practices.
5. **Training and Awareness:** We will provide training to our employees to raise awareness about modern slavery, its indicators, and reporting mechanisms. We will ensure that our employees understand their responsibility to report any concerns or suspicions of modern slavery promptly.
6. **Reporting Mechanisms:** We will maintain effective reporting mechanisms that allow employees, suppliers, customers, and other stakeholders to report any suspicions or instances of modern slavery. We will ensure confidentiality and non-retaliation for those who report in good faith.
7. **Investigation and Remediation:** We will promptly investigate any reports or suspicions of modern slavery and take appropriate remedial actions. If modern slavery is identified in our supply chains, we will work with the relevant parties to address the issue, implement corrective measures, and support victims as appropriate.

8. Continuous Improvement: We are committed to continuously improving our systems, processes, and practices to prevent and detect modern slavery. We will collaborate with industry partners, NGOs, and other stakeholders to share knowledge, best practices, and drive positive change.
9. Monitoring and Review: We will regularly monitor and review the effectiveness of our modern slavery prevention efforts, ensuring that our policies and procedures remain up to date and in line with evolving standards and legislation.
10. Communication: We will communicate this Modern Slavery Policy to our employees, suppliers, customers, and other stakeholders, making it readily available on our website. We will also provide updates on our progress in combating modern slavery.

TLS Lighting Ltd is dedicated to fostering a culture of transparency, accountability, and respect for human rights. Through our collective efforts, we aim to contribute to the eradication of modern slavery and create a world where every individual can live and work free from exploitation.