

Modern Slavery and Human Trafficking Policy

City Electrical Factors Ltd t/a Tam-lite Lighting

1. INTRODUCTION AND POLICY STATEMENT

1.1 The Modern Slavery Act 2015 (the 'Act') mandates that City Electrical Factors Ltd prepares a slavery and human trafficking statement.

1.2 Modern slavery and human trafficking in all their various forms and guises are a crime in the UK and much of the world and a violation of fundamental human rights.

1.3 City Electrical Factors Ltd have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery.

2. OUR BUSINESS

2.1 The economic, social and environmental footprint of our business activity is a fundamental consideration in City Electrical Factors Ltd's commitment to responsible and sustainable business growth.

2.2 City Electrical Factors Ltd are a leading manufacturer and supplier of lighting products to the wholesale and installation industries in the UK and overseas. Products are manufactured in our factories based across England, as well as being sourced from the UK, EU and other parts of the world and distributed via our distribution centres based in Redditch and Telford.

3. RESPONSIBILITY FOR THE POLICY

3.1 The Directors and senior management team of City Electrical Factors Ltd have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all persons working for us or on our behalf in any capacity comply with it.

3.2 The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity (including our employees, suppliers, workers, directors, agents, distributors and all third party business partners).

3.3 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

4. COMMITMENT

4.1 City Electrical Factors Ltd have policies and controls both internally and externally to ensure compliance with the requirements of the Modern Slavery Act 2015 including:

4.2 Briefing on this policy and the risk our business faces from Modern Slavery and Human Trafficking.

5. COMPLIANCE

5.1 All people working for us or on our behalf in any capacity must:

5.1.1 Be aware and comply with this policy, and avoid any activity that might lead to, or suggest, a breach of this policy;

5.1.2 Notify their immediate manager as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future; and

5.1.3 Raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

6. BREACHES OF POLICY

6.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

6.2 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

7. ONGOING REVIEW

7.1 City Electrical Factors Ltd will review both its supply chains and external operations and its internal operations on an ongoing basis to check compliance with the above policy, and to check that our policy is being implemented effectively.

Our Company financial year-end is every April 30th. This statement is dated 28th March 2024 and authorised by

John R. Alden
Managing Director

tamlite.co.uk/slavery-policy