



Modern Slavery Statement

This statement was approved by the Board of T S Europe Ltd on 21.03.25 and is published (voluntarily – for those with less than £36m turnover) in accordance with the Modern Slavery Act (2015). It sets out the steps that we have taken to prevent modern slavery and human trafficking in our business and supply chains during the financial year to 2025

Established in 2016, we are an area forwarder specialising in the transport of goods by road in the UK and Europe. Based in Glasgow and operating across the UK, we are a privately owned company managed via a Board and management Team

We have a workforce of c. 6 people made up of salaried office based personnel

Policies

The Organisation has the following policies which further define its stance on modern slavery.

TS Europe Ltd recognise that Modern Slavery is a crime and a violation of fundamental human rights. We are aware that Modern Slavery takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. TS Europe Ltd encourage all staff members to monitor the risks of modern slavery, both internally and externally. Reporting on any potential risks or failings.

Due Diligence Processes

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers. The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Review suppliers on a regular basis, contacting them in the event that the supplier is, or is suspected, to be involved in modern slavery.
- Undertake impact assessments of its services upon potential instances of slavery.
- Follow action plans to address risk to modern slavery.
- Ensure clear actions taken to embed a zero tolerance policy towards modern slavery.

Identification and Mitigation of Supply Chain Risks

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist within the activities of the suppliers and their suppliers. This is because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be extremely low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Performance Indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Being an SME allows for additional transparency within the Organisation. Employees are encouraged to report on any potential failings when following the steps to prevent modern slavery.

Training and Capacity Building

The Organisation provides the following training to staff to effectively implement its stance on modern slavery.

Written guidance on modern slavery with the facilities to conduct further reading into the any changes in the Modern Slavery Act.

Date of Approval.....21/03/25

Signed

Tom Stangoe

.....Tom Stangoe

**Managing Director
TS Europe Ltd**

Date.....21/03/25