Modern Slavery Statement- TKC

This statement is made by TK Components Ltd ("TKC") in accordance with Section 54 of the Modern Slavery Act ("the Act") 2015 and covers the financial year from 1st January 2024 to the 31st December 2024.

TKC remain committed to the highest possible ethical standards and corporate conduct, and we continue to expect our suppliers to adhere to these same standards. TKC has a zero-tolerance approach to modern slavery and human trafficking and requires companies across our supply chain to understand and meet our expectations on anti-bribery, corruption, legal compliance and ethical conduct.

This policy applies to all persons working for us at any of our sites within the UK, or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

Our values are underpinned by a set of corporate policies supporting our commitment to high ethical standards and doing business with integrity. Our adherence to these policies is subject to regular reviews, helping us to continuously improve in this area.

A Modern Slavery policy: This policy reinforces our commitment to ensuring there are no instances of forced labour, slavery or human trafficking in our business or supply chain and helping our people to identify these practices.

TKC considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement

A Public Interest Disclosure Policy (Whistleblowing): The Company recognises that effective and honest communication is essential if concerns about breaches or failures are to be effectively dealt with and the Company's success ensured. This policy is designed to provide guidance to all those who work with or within the Company, including casual and temporary staff, who may from time to time feel that they need to raise certain issues relating to the Company with someone in confidence.

Anti-bribery Policy: The Company is committed to the prevention of bribery by those employed and associated with it, and is committed to carrying out business fairly, honestly and openly, with zero-tolerance towards bribery.

Commitments

TKC acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally its supply chains.

TKC does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour and expect that our suppliers will hold their own suppliers to the same high standards.

No labour provided to TKC in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking TKC strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom

This statement is made on behalf of TK Components ("TKC") pursuant to section 54(7) of the Modern Slavery Act 2015 ("the Act") and constitutes our statement for the financial year 2024. The Directors at TKC fully support the aims of the Act and will act promptly to deal with all offences that have been identified.