TVS Supply Chain Solutions

Modern Slavery Statement

BELIEVE IN THE POWER OF US

Modern Slavery Statement

TVS Supply Chain Solutions are dedicated to operating our business with a strong commitment to humanitarian values, ensuring continuous improvement of our systems and processes to mitigate the risks of slavery and human trafficking within our supply chain and operations.

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps that TVS Supply Chain Solutions (UK divisions) has taken to ensure that modern slavery and human trafficking is prevented within our business and supply chain, in the UK, for the financial year 5th April 2023 to 4th April 2024.

Our Business

We are a provider of outsourced supply chain management services for components across a range of sectors including automotive, beverage, defence, energy and utilities. Our parts supply base features a diverse profile from distributors to raw material providers.

Our High – Risk Areas

A proportion of our parts are sourced either directly or indirectly from the Far East which we have identified as a high-risk area. Our terms flow down the requirement to all supplies with regard to slavery and include the rights to audit, including without notice, where there is a concern or a suspected breach. Any breach would be reported to the appropriate body.

Our Policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These policies cover purchasing and recruitment, and include:

Ethical Sourcing Policy – This policy encompasses comprehensive criteria on anti-corruption, labour rights, fair and safe working conditions and environmental compliance.

General Terms and Conditions of Purchase – These terms are used with all our suppliers in the purchase of all parts and services with regards to anti-bribery, corruption, slavery and human trafficking.

Whistleblowing Policy – We operate a whistleblowing policy so that all employees can raise concerns about their own or their colleagues' treatment, as well as any practices within our business or supply chain, without fear of reprisals.

Code of Business Conduct – This code explains how we behave as an organisation and how we expect our employees and suppliers to act.

Recruitment and Selection Policy – Due to the sectors we work in, and the clients that we operate with, we have a robust recruitment policy that strives to reliably establish candidates' identity and right to work prior to them commencing employment with us. We verify an individual's identity, Nationality, entitlement to work in the UK, employment history, and where the role requires it, criminal record and financial checks. This helps to ensure all employees are safeguarded against human trafficking and helps prevent individuals being forced against their will.

Where candidates are sourced for temporary assignment, we require that Recruitment Agencies perform these checks and provide contractual assurance with these requirements. Should any temporary worker then be offered permanent employment with TVS we will still ask the same information directly from the candidate.

Our Suppliers

We work with suppliers across the globe and understand the large role they play in facilitating our business to act responsibly. We aim to work with suppliers that adhere to high standards of ethical behaviour, consistent with our own. To ensure this ideal is able to be maintained, we operate a supplier selection policy and maintain a preferred supplier list.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

No reports of modern slavery have been made for the financial year 2023/2024.

Continuous Improvement 2023/2024

ESG Supplier Assessment Process - As part of our ongoing commitment to supply chain sustainability, TVS Supply Chain Solutions have implemented an ESG Supplier Assessment Process, with questions derived from the Government Social Value model into our operations. This assessment focuses on the five key themes and policy outcomes, including tackling economic inequality, climate action, equal opportunities, and wellbeing, and enables us to evaluate our suppliers' current environmental performance. Modern slavery is a subset within these categories.

By rolling out this questionnaire, we aim to assess and enhance the sustainability practices within our supply chain collaboratively. Through transparent dialogue and collaboration, we will work closely with our suppliers to identify areas for improvement and implement strategies to mitigate environmental impact. This proactive approach not only ensures alignment with our environmental sustainability goals but also fosters a culture of continuous improvement and responsible resource management throughout our supply chain.

Procurement Sustainability Charter – This is now being issued to our suppliers which includes our Equality Policy and requests our suppliers commitment to comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes.

CIPS Ethical Training – Continued participation and accreditation for all members of the Procurement Team, maintaining training our CIPS Corporate Code of Ethics.

Social Value Policy – This policy was created in 2023/24 financial year to underpin our commitments to the delivery of social impact, both in our corporate and contractual obligations.

Increased Candidate Screening – Due to the sectors ourselves and our clients operate in, we have begun the roll out of extensive BPSS checks for any current and potential new employee working in part or in full in relation to those sectors.

Continuous Improvement 2024/2025

Raising Awareness - The mechanisms of raising any concerns regarding slavery and/or trafficking will be included and signposted on our company intranet and new starter induction and onboarding processes.

ESG Supplier Assessment Process – We will strive to increase the volume of risk assessments being conducted with a target of 80% of our supply chain being assessed.

Modern Slavery Awareness Training – We will continue to review how we raise awareness of modern slavery and/or trafficking across our UK divisions.

Approval For This Statement

This statement was approved by the Board of Directors



Paul Roberts

Finance Director