

MODERN SLAVERY POLICY

POLICY STATEMENT

Modern slavery is a violation of basic human rights and considered a criminal offence. It can take various forms, including slavery, forced and compulsory labour, human trafficking, child labour and servitude, in order to exploit people for personal or commercial gain. TEi have a zero-tolerance approach to modern slavery and are committed to acting ethically in all activities and relationships to ensure modern slavery does not take place within TEi or our supply chain.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same standards from our contractors and suppliers.

This policy applies to all persons working for TEi or on our behalf in any capacity, including employees, directors, agency workers, subcontractors etc. This policy does not form part of any employee's contract of employment and we may amend it at any time.

COMPLIANCE WITH THE POLICY

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

You must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy. You must notify your Line Manager or the Technical Director as soon as possible if you suspect a breach of policy has occurred, or may occur in the future within TEi or our supply chain.

BREACHES OF THIS POLICY

Anyone working under the direct control of TEi suspected of breaching this policy shall be investigated and this could result in the individual entering into disciplinary process.

If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach, to terminating such relationships.