

ANTI-SLAVERY POLICY

The TCG logo is a dark green square with the letters 'TCG' in white, sans-serif font.

TCG is committed to conducting all aspects of its business in an ethical and transparent manner. We acknowledge our duties and responsibilities under the UK's Modern Slavery Act 2015.

Forced or compulsory labour, human trafficking, and other kinds of slavery represent some of the gravest forms of human rights abuse in any society. We all have a responsibility to be alert to the risks in both the TCG business and our supply chain.

TCG values require that all workers are treated with dignity and respect. We are fundamentally opposed to slavery, human trafficking, forced labour, debt bondage, the sale or exploitation of children, and all exploitative practices in the workplace.

TCG requires that all contractors and suppliers do not engage in any such practices and do not knowingly themselves contract with third parties that do.

We have a zero-tolerance policy towards all forms of slavery, servitude, forced labour, and human trafficking. We are aware that the biggest slavery and human trafficking risks for TCG lie in our supply chains, particularly the supply chains of our subcontractors in higher-risk jurisdictions.

As part of our subcontractor due diligence procedures, we continue to develop our vetting process. Potential new subcontractors are required to sign up to our "Anti-slavery and Human Trafficking Supply Chain Commitment" as part of the subcontractor approval process.

In terms of our supply chain, we are in the process of taking additional steps to strengthen our approach to due diligence and ability to identify risk. Additional resources are being allocated to our business assurance team, with a view to undertaking regular right-to-work compliance audits within our supply chain. This will help us to assess the understanding and knowledge that our supply chain partners have and will also provide the opportunity to educate where necessary. On a random basis, we also plan to develop on-site spot checks to verify right-to-work documentation; this will include speaking with subcontractor employees who are working on TCG-managed sites, to ask questions about their welfare and give opportunities to identify 'red flag' modern slavery risks that may be present.

A handwritten signature in black ink, appearing to read 'T Threlkeld', is positioned above a horizontal line.

Tim Threlkeld
Managing Director
September 2024