

Anti-Slavery and Human Trafficking Statement

Modern slavery is a crime resulting in an abuse and gross violation of human rights. This statement sets out actions to be taken by Timico Topco Limited and its subsidiaries ("Timico"), to prevent slavery and trafficking in its business activities and supply chains. Timico expects its suppliers to respect and follow this statement as a contract.

Timico promotes ethical business practices and policies that protect workers from being abused and exploited in its own organisation and in its supply chains.

Ensuring Standards in our Supply Chain

We are unaware of any human trafficking or slavery activities within our supply chain. Timico will continue to manage and review its supply chain, going beyond the first tier of supply and ensuring all new and existing contracts, where relevant, are evaluated for compliance with the Modern Slavery Act 2015. If potential risks are identified, we will address these risks with the supplier and, where we are not satisfied on compliance, we will consider terminating our contract. Also, we will not take up new supplier contracts if they do not comply in accordance with our legal obligations.

Relevant Policies

Timico is legally compliant with all relevant employment legislation. We ensure fairness in the hiring and advancement of all employees, both permanent and temporary, without discrimination. All our Policies apply across Timico. Our Corporate Social Responsibility, Anti-Bribery and Corruption, Diversity, Inclusion and Equal Opportunities, Health & Safety and Whistleblowing Policies, demonstrate Timico's commitment to conduct business in a responsible and ethical manner and ensure our employees receive the duty of care they deserve. We expect all suppliers we associate ourselves with to uphold the same standards.

Due Diligence

Where relevant, all potential new suppliers are required to provide written confirmation that they are compliant with the Modern Slavery Act 2015. If they are unable to provide a written statement, we will review whether the Supplier is to be invited to enter a contractual relationship with Timico.

Training and Awareness

In order to ensure awareness and a high level of understanding of Timico's zero-tolerance approach to modern slavery, we will be introducing dedicated staff training modules into our Learning Management System which will be implemented this year, and which will ensure all levels of employees, from senior management, auditors and other colleagues are trained in how to implement our policies and identify forced labour in practice.

Board Approval

This statement has been approved by the CFO on behalf of the Board of Directors. The statement will be reviewed and updated as appropriate on an annual basis.



April 2021