

# The Modern Slavery Act 2015 Statement

## Company Structure

Tibbetts Group Ltd is a UK Limited company, registration number 05536038, TGL and BFC are trading divisions of the Tibbett Group Ltd. The Tibbetts Group Ltd falls into the size of UK company that must comply with The Modern Slavery Act 2015.

## Verification of Supply Chain

Tibbetts Group Ltd verifies product supply chains through several methods including site evaluations, inspections, verification of government standards. Third parties are not utilized for verification. Tibbetts Group requires that all EU supplier's agree, as a condition of their contract, that they will comply with the laws and regulations on supplier set up. Suppliers outside of the EU must comply with their local laws as well as applicable laws of the UK and are managed as per the Tibbetts due diligence process.

## Supplier Certification

Tibbetts Group requires, as a condition of contract, that all suppliers commit to comply with applicable laws and regulations, but does not require suppliers to certify that materials incorporated into the product comply with laws regarding slavery of the country or countries in which they are doing business.

## Evaluation of Supplier Compliance

Tibbetts Group Ltd do undertake audits of suppliers through a due diligence process but not specifically to evaluate supplier compliance in human trafficking and slavery. All suppliers with a potential trading amount of over £60,000.00 are evaluated every 2 years with a full visit and audit of the supplier. During this process, due diligence is carried out in respect of the modern slavery act 2015. Tibbetts will promptly investigate all reported matters and take action as required with disclosure to government authorities as appropriate. Due diligence is carried out by the internal standards policy.

## Internal Standards

Tibbetts Group Ltd maintains internal accountability standards and procedures for employees for failing to meet the standards regarding slavery. Tibbetts Group Ltd has implemented several internal policies addressing this requirement, examples are Tibbetts Ethical Policy, Tibbetts Bribery Policy, Tibbetts Equal opportunity Policy and Tibbetts Health and Safety. Tibbetts Group Ltd support suppliers that conduct themselves in a manner consistent with this code of conduct.

## Training

Tibbetts Group Ltd provide employees and management, who have direct responsibility for supply chain, training on the slavery act 2015, particularly with respect to mitigating risks within the supply chains products. Tibbetts Group Ltd sends periodic communications to suppliers informing them about the risk of human trafficking and slavery.

If you do require any further information on The Modern Slavery 2015 act please go to the Government links below.

<http://www.legislation.gov.uk/ukpga/2015/30/section/1/enacted>

<http://www.legislation.gov.uk/ukpga/2015/30/section/2/enacted>

Jonathan Tibbetts



Managing Director

The Tibbetts Group Ltd - 14.11.16