

## **The Modern Slavery Act 2015 Statement**

### **Company Structure**

Tibbetts Group Ltd is a UK Limited company, registration number 05536038, TGL, BFC and Powell Gee are trading divisions of the Tibbetts Group Ltd. The Tibbetts Group Ltd fall 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 utilised for verification. Tibbetts Group Ltd requires that all EU suppliers 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 Ltd 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**

Targeted due diligence is deployed by Tibbetts based on a number of factors including geographic location, type of product or service supplied. Tibbetts reserves its right to conduct supplier audits where reasonably practical to fulfil its due diligence requirements. During these audits, suppliers are expected to fully co-operate with Tibbetts and must be able to demonstrate compliance with the Modern Slavery Act.

### **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 & Safety Policy. 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 Modern Slavery Act 2015, particularly with respect to mitigating risks within the supply chain products. Tibbetts Group Ltd sends periodic communications to suppliers informing them about the risk of human trafficking and slavery.

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The Tibbetts Group Ltd

