



Modern Slavery Statement

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Modern Slavery Statement

TVS Supply Chain Solutions is committed to upholding humanitarian values and continuously improving our systems to mitigate the risks of modern slavery and human trafficking. This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and outlines the steps taken by our UK divisions during the financial year 1 April 2024 to 31 March 2025 to prevent such practices within our business and supply chain.

We provide outsourced supply chain management services for components across wide range sectors including:

- Automotive
- Beverage
- Defence
- Energy and Utilities

Our supply base includes a diverse range of distributors and raw material providers.

Our High – Risk Areas

A proportion of our parts are sourced either directly or indirectly from the Far East which we have identified as a high-risk area. Our terms flow down the requirement to all supplies with regard to slavery and include the rights to audit, including without notice, where there is a concern or a suspected breach. Any breach would be reported to the appropriate body.

Our Policies

TVS Supply Chain Solutions maintains a comprehensive set of internal policies designed to uphold ethical standards, promote transparency, and ensure compliance with anti-slavery and human trafficking legislation. These policies govern key operational areas including procurement, recruitment, and employee conduct, and are reviewed regularly to ensure they remain effective and aligned with evolving best practices.

Ethical Sourcing Policy

Our Ethical Sourcing Policy outlines clear expectations for suppliers regarding anti-corruption, labour rights, safe working conditions, and environmental compliance. It explicitly prohibits the use of forced, bonded, or involuntary labour and requires suppliers to uphold human rights throughout their operations and supply chains.

General Terms and Conditions of Purchase

All suppliers engaged by TVS are subject to our General Terms and Conditions of Purchase, which include binding clauses on anti-bribery, anti-corruption, and compliance with laws relating to modern slavery and human trafficking. These terms empower us to take remedial action, including contract termination, where breaches are identified.

Whistleblowing Policy

We operate a robust Whistleblowing Policy that enables employees, contractors, and other stakeholders to report concerns about unethical behaviour—including suspected modern slavery—without fear of retaliation. Reports can be made confidentially and are investigated promptly and thoroughly.

Code of Business Conduct

Our Code of Business Conduct sets out the ethical standards expected of all employees and suppliers. It reinforces our zero-tolerance approach to modern slavery and promotes integrity, respect, and accountability in all business dealings.

Recruitment and Selection Policy

Due to the nature of the sectors in which we operate, our Recruitment and Selection Policy includes stringent pre-employment checks to verify candidates' identity, nationality, right to work in the UK, employment history, and—where applicable—criminal and financial background. These measures help safeguard against exploitation and ensure individuals are not subjected to coercion or trafficking.

For temporary assignments, we require recruitment agencies to conduct equivalent checks and provide contractual assurances of compliance. If a temporary worker transitions to permanent employment with TVS, we independently verify the same information to maintain consistency and due diligence.

Our Suppliers

We work with suppliers globally and expect them to uphold ethical standards consistent with our own. To ensure this:

- We operate a supplier selection policy.
- We maintain a preferred supplier list.
- We issue a statement requesting supplier commitment to anti-slavery laws and our Equality Policy.

Our Performance Indicators

We evaluate the effectiveness of our efforts to prevent modern slavery and human trafficking through a combination of proactive and reactive measures. These include:

- The number and scope of supplier risk assessments conducted
- Reports or concerns raised by employees, suppliers, the public, or law enforcement
- Corrective actions taken in response to identified risks or non-compliance

While no reports of modern slavery were received during the financial year 2024/2025, we recognize that the absence of reports does not guarantee the absence of risk. We remain committed to fostering a culture of transparency and vigilance, encouraging all stakeholders to speak up and report any concerns through clearly signposted channels and the introduction of some training modules tracked through e learning.

Continuous Improvement 2023/2024

ESG Supplier Assessment Process - As part of our ongoing commitment to supply chain sustainability, TVS Supply Chain Solutions have implemented an ESG Supplier Assessment Process, with questions derived from the Government Social Value model into our operations. This assessment focuses on the five key themes and policy outcomes, including tackling economic inequality, climate action, equal opportunities, and wellbeing, and enables us to evaluate our suppliers' current environmental performance. Modern slavery is a subset within these categories.

By rolling out this questionnaire, we aim to assess and enhance the sustainability practices within our supply chain collaboratively. Through transparent dialogue and collaboration, we will work closely with our suppliers to identify areas for improvement and implement strategies to mitigate environmental impact. This proactive approach not only ensures alignment with our environmental sustainability goals but also fosters a culture of continuous improvement and responsible resource management throughout our supply chain. To date this process has been implemented across our Defence and Rail sectors, with actions implemented with those suppliers who have instigated red flags.

Sustainability Policy – Introduced in April 2025, this policy recognises that to embed social, environmental, and economic responsibility into our operations and supply chain is essential for future proofing business growth and long-term value. Furthermore, this keystone policy underpins a cultural shift towards acknowledging the impact of our activities on people and the physical environment and outlines commitment to recognising and implementing the process of human rights due diligence, as well as following the UN Guiding Principles.

Procurement Sustainability Charter – This is now being issued to our suppliers which includes our Equality Policy and requests our supplier's commitment to comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes.

CIPS Ethical Training – Continued participation and accreditation for all members of the Procurement Team, maintaining our CIPS Corporate Code of Ethics. This covers 59 members of staff from Placement Year Undergraduate through to the Procurement Director, promoting the importance of ethical procurement.

Enhanced Candidate Screening

Given the nature of the sectors in which we and our clients operate, we have expanded our candidate screening protocols. Baseline Personnel Security Standard (BPSS) checks are now being rolled out for all current and prospective employees working in sensitive or high-risk environments. This measure helps safeguard against exploitation and reinforces our commitment to ethical employment practices.

Continuous Improvement 2025/2026

Raising Awareness - The mechanisms of raising any concerns regarding slavery and/or trafficking will be included and signposted on our company intranet. Moreover, TVS commit to every new starter receiving Modern Slavery training during the new starter induction and onboarding processes.

ESG Supplier Assessment Process – We will strive to increase the volume of risk assessments being conducted with a target of 80% of our supply chain being assessed.

Modern Slavery Awareness Training – We will continue to review how we raise awareness of modern slavery and/or trafficking across our UK divisions. We have invested in a new e learning platform with a specific module on modern slavery which will be rolled out in the organisation. Furthermore, the business will commit to ensuring all People Managers within the organisation receive Modern Slavery training during FY 25/26.

Approval For This Statement

This statement was approved by the Board of Directors



Paul Roberts
Senior VP Finance