

Modern slavery and human trafficking statement

Statement from the Head of Marketing and Corporate Social Responsibility for Tidyco

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Tidyco is committed to best ethical practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Tidyco's slavery and human trafficking policy.

Organisational structure

Tidyco is a supplier of hydraulics, pneumatics, HVAC, electrical and EV charge points to industries and sectors.

Our supply chains

Our supply chains include reputable global and local (glocal) brands who all comply with the Tidyco CSR Statement of Intent and undergo regular auditing processes. Supply chain mapping regulations are in place with stringent safeguarding policies, risk assessments and method statements enforced for compliance.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

We have a dedicated compliance team, which consists of:

- Legal
- Audit and compliance
- Human resources
- Procurement
- Sales and Marketing
- Head of CSR

The compliance team is led by Barry Michael Aldridge FCIM CMktr – Head of Marketing and CSR for Tidyco

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

Our effectiveness in combating slavery and human trafficking

We have appointed an independent third party, Croner Solutions, to conduct an externally facilitated review to bring insights on ways to we can tackle slavery and human trafficking. Croner Solutions uses KPIs to assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

Further steps

We will continue to monitor, regulate and enforce our policies throughout the supply chain whilst being externally audited by our chosen third party service provider.

BARRY MICHAEL ALDRIDGE FCIM CMKTR – HEAD OF MARKETING AND CSR FOR TIDYCO

Date: 2nd April 2019