

## Anti Modern Slavery Policy



TCA Lifting Limited (the “Company”) complies with the Modern Slavery Act 2015 and supports the UK Governments’ efforts to eradicate trafficking and modern slavery.

The Company is satisfied from its own due diligence that there is no evidence of any act of modern day slavery or human trafficking within its own organisation or its supply chain.

As part of the Company’s due diligence processes into slavery and human trafficking the supplier approval process incorporates a review of the controls undertaken by the supplier. Imported goods from sources outside the UK and EU are potentially at greater risk of slavery and human trafficking issues. We have also identified that machine operators, often EU citizens, are another potentially higher risk group. Every effort has been made to ensure that these higher risk areas are given greater scrutiny to ensure full compliance.

The Company will not knowingly support or deal with any business involved in slavery or human trafficking including any business that doesn’t comply with the Modern Slavery Act 2015.

All employees of the Company are aware of this policy and have received training on how to identify signs of slavery/trafficking. The Company will review its policy annually and will always try to follow accepted best practice to ensure the highest standards of compliance.

The government has identified areas in which workers may be more vulnerable to risks of modern slavery due to COVID-19, and outlined the following mitigation measures:

- Health and safety: Businesses should implement relevant local or national government policies throughout the supply chain, including social distancing measures and paying statutory sick pay.
- Supporting suppliers: To avoid workers being unpaid for work completed, businesses should prioritise engagement with suppliers, including paying for orders already in production if possible.
- Grievance procedures: Workers should still be able to access grievance procedures and businesses should ensure that new or adapted procedures are made available if necessary.



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- Recruitment: If sectors and businesses have seen an increased demand requiring additional and temporary workers, they should maintain rigorous checks on their supply chains to protect vulnerable works.

Phil Lomax is the director appointed as responsible for ensuring compliance with the Modern Slavery Act 2015 for the Company.



Phil Lomax  
Director

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