



Supplier policy

Anti-slavery | April 2023

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- 1 TLT is committed to the highest standards of professionalism, ethical behaviour, and integrity in delivering excellence to our clients and contributing to the wellbeing of local, national and international communities.
- 2 TLT takes its obligations in relation to the identification, reporting and prevention of slavery and human trafficking very seriously, with a zero-tolerance approach to all abuses of human rights. The Firm is committed to taking all appropriate steps to ensure that slavery and human trafficking does not occur within any part of our business or supply chains.
- 3 This policy applies to all suppliers for or on behalf of TLT LLP and TLT NI LLP (jointly referred to as TLT) in any capacity, including all of their employees, partners, agents, contractors, consultants, third-party suppliers and other business partners, regardless of the country of their operations.
- 4 It is a criminal offence and a violation of human rights when a person is deprived of their liberty in order to exploit them for personal or commercial gain.
- 5 In order to identify and combat modern slavery in our supply chain we take, and expect each of our agents, contractors, consultants, third-party suppliers and other business partners to take, the following steps:
 - 5.1 maintain clear policies and procedures preventing exploitation and human trafficking, and protecting our workforce and reputation;
 - 5.2 undertake appropriate due diligence in your supply chains;
 - 5.3 ensure you have in place an appropriate reporting and whistle-blowing process for all workers in your supply chain;
 - 5.4 seek to raise awareness so that your colleagues know what we are doing to promote their welfare; and
 - 5.5 subject to meeting the annual turnover threshold in the Modern Slavery Act 2015, make a clear annual statement setting out the steps you have taken to ensure slavery and human trafficking is not taking place in your supply chains and to demonstrate that you take your responsibilities to your workers and your clients seriously.
- 6 The firm strictly prohibits the following practices in its supply chain, and expects its agents and suppliers to prohibit such practices:
 - 6.1 any restriction on the freedom of workers movement, association or ability to terminate their employment;
 - 6.2 any threat of violence harassment and intimidation;
 - 6.3 use of worker-paid recruitment fees;
 - 6.4 compulsory overtime;
 - 6.5 child labour; and
 - 6.6 confiscation of workers original identification documents

You will be asked to submit a copy of your annual statement where applicable adhering to the MSA 2015. We will also ask for a copy of any Anti Slavery/Human Rights policy, if you do not have a policy we will ask you to sign our statement

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