

**Modern Slavery Policy**

T H WHITE regards Modern Slavery as indefensible violation of an Individual's basic human rights. The Company acknowledges its moral and social responsibility to take a zero-tolerance approach to modern slavery in all forms.

We are committed to preventing slavery and human trafficking in our business activities, and to ensuring, as far as possible, that the Company's supply chains are free from slavery and human trafficking.

**Current Activity:**

We exercise due diligence when accepting new suppliers. We are in the process of reviewing the practices of our existing suppliers.

This due diligence includes:

1. Understanding our supply chain at the 1<sup>st</sup> Tier level. Assessing where practical the risks of modern slavery and human trafficking by reference to the nature of the products, their geographical source and the volume of business conducted with the supplier.
2. Evaluating modern slavery and human trafficking risks through the completion of a 'Supplier Declaration' by our key suppliers and any other supplier who have been identified to be in a risk category.
3. Ceasing to conduct business with suppliers who fail to demonstrate a genuine willingness to prevent modern slavery and human trafficking in their business activities.
4. Conducting an internal review with employees to satisfy the Company that none of its employees are at risk of modern slavery and human trafficking.

Other Company policies which assist our approach to the identification of modern slavery risks and the steps to be taken to prevent slavery and human trafficking in our operations are :

**Whistleblowing Policy**

T H WHITE encourages all employees to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment, and indeed, any matter of a serious nature. This policy is published in the Company's Employee handbook.

**Sustainable Procurement Policy**

The T H White Group is committed to managing the operations of the company in a manner that is both environmentally and socially responsible. This includes the sourcing of goods and services across the business as well as the suppliers and contractors used. The Company's policy is that sustainable procurement of goods will allow us to operate in a

manner in which the business needs of the present do not compromise the wellbeing of those who follow us in the future.

### **Corporate and Ethical Standards Policy**

T H WHITE recognises the significant value which non-financial performance can contribute to creating long-term value and a sustainable business. The Company seeks to find better ways to engage its employees and customers and work with them to find solutions to key social and environmental issues. As an engineering services provider, the Company believes that it is in a position to influence a range of business, ethical, environmental and social issues.

The Company relies upon the following for the effective implementation of this policy

### **Core Values**

T H WHITE employees throughout the business are expected to live its six Core Values which are on open display across the business.

### **Training**

The Company requires all employees working in supply chain management and relevant roles to complete training on how to assess the risk of slavery and human trafficking in its supply chain and what should be done if this activity is suspected. Awareness training is provided for all main board members, senior managers and any employees in relevant and appropriate roles.

### **Board Approval**

This statement has been approved by the Board of Directors of T H White Holdings Limited who will review and update it annually. This statement is made pursuant of section 54(1) of the Act and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024



Alexander Scott  
**C.E.O.**  
October 2024

### **Some further information on Modern Slavery :**

<https://www.youtube.com/watch?v=q-5GVA5lg-Y>

<https://www.theguardian.com/society/2017/mar/25/trafficked-enslaved-teenagers-tending-uk-cannabis-farms-vietnamese>

[https://www.shponline.co.uk/culture-and-behaviours/almost-1000-potential-human-trafficking-reports-made-in-five-months/?elq\\_mid=1437&elq\\_cid=173400](https://www.shponline.co.uk/culture-and-behaviours/almost-1000-potential-human-trafficking-reports-made-in-five-months/?elq_mid=1437&elq_cid=173400)