

Modern Slavery Policy

TCL Air conditioning Ltd is committed to driving out acts of modern day slavery from within its own business and that from within its supply chains. The company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and service to the organisation.

The organisational structure of the business is a family owned company which installs, maintains & repairs air conditioning systems. As part of the companies due diligence processes into slavery & human trafficking the supplier approval process incorporates a review of their controls & slavery policy.

The company directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (such as training) and investment to ensure that slavery and human trafficking is not taking place within the organisation or its supply chains.

Child Labour in the Supply Chain

TCL Air Conditioning LTD acknowledges the fact that child labour occurs in many countries. However, TCL Air Conditioning does not accept child labour, and works actively against it. The complexity of the child labour issue requires a consistent, long-term effort to create sustainable and broad-based solutions in order to reach our goal; that no products delivered to TCL Airconditioning are produced by child labour.

TCL Air Conditioning's Child Labour Policy has been established in order to make our position clear to suppliers and their co-workers, as well as any other parties. The requirements in this code of conduct are mandatory to all suppliers and their sub-contractors.

Implementation

Suppliers are obliged to take the appropriate measures to ensure that no child labour occurs at suppliers' and their sub-contractors' places of production.

If child labour is found in any place of production, TCL Air Conditioning will require the supplier to implement a corrective action plan. If corrective action is not implemented within the agreed time-frame, or if repeated violations occur, TCL Air Conditioning will terminate all business with the supplier concerned. The corrective action plan shall take the child's best interests into consideration, i.e. family and social situation and level of education. Care shall be taken not merely to move child labour from one supplier's workplace to another, but to enable more viable and sustainable alternatives for the child's development.

The supplier shall effectively communicate to all its sub-contractors, as well as to its own co-workers, the content of TCL Air Conditioning Child Labour Policy, and ensure that all measures required are implemented accordingly.

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Person responsible: Ryan Marchant

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