



# TOTAL LAMINATE SYSTEMS

---

## MODERN SLAVERY, HUMAN TRAFFICKING, ANTI-SLAVERY AND ILLEGAL WORKING POLICY

### 1. Policy Statement

Total Laminate Systems Ltd (TLS) is committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour, bonded labour, child labour, exploitation and illegal working in any form.

### 2. Scope

This policy applies to all employees, directors, agency workers, temporary workers, apprentices, contractors, subcontractors, suppliers, labour providers and anyone working on behalf of TLS.

### 3. Objectives

Prevent modern slavery, ensure right to work compliance, promote ethical employment, raise awareness and protect vulnerable workers.

### 4. Definitions

Modern slavery includes human trafficking, forced labour, bonded labour, debt servitude, child labour and exploitative labour practices.

### 5. Responsibilities

Directors, managers and employees all have responsibilities to identify, prevent and report concerns.

### 6. Recruitment and Right to Work Checks

TLS will verify identity and legal right to work in the UK before employment commences.

### 7. Ethical Employment Practices

Employment must be freely chosen. TLS prohibits forced labour and recruitment fees charged to workers.

### 8. Supply Chain Due Diligence

Suppliers and subcontractors must comply with the Modern Slavery Act 2015 and maintain ethical labour practices.

### 9. Risk Assessment

TLS will periodically assess risks within its workforce, labour providers and supply chain.

TOTAL LAMINATE SYSTEMS LTD.

11 Nimrod way, East Dorset Trade Park, Wimborne, Dorset BH21 7SH

Tel: 01202 868900 email: [sales@total-laminate.co.uk](mailto:sales@total-laminate.co.uk) url: [www.total-laminate.co.uk](http://www.total-laminate.co.uk)

**10. Training and Awareness**

Appropriate awareness training will be provided during induction and periodically thereafter.

**11. Reporting Concerns**

Concerns should be reported to a line manager, director or senior manager and will be investigated.

**12. Whistleblowing Protection**

TLS will not tolerate retaliation against anyone reporting a concern in good faith.

**13. Breaches**

Breaches may result in disciplinary action or termination of supplier contracts.

**14. Monitoring and Review**

This policy will be reviewed annually or sooner if legislation or risks change.

Signed:  \_\_\_\_\_

Name: Jakki Andrews

Position: Managing Director

Review Date 11<sup>th</sup> September 2027