

Modern Slavery Act Statement

We are aware that we currently do not meet the requirements to have a Modern Slavery Statement/Policy in place. However, we do follow the principles of the Modern Slavery Act 2015. Transport Design International Limited (TDI) has a culture of respect for individuals in which slavery and human trafficking has no place. Our Company Code makes clear to employees that TDI expects the highest level of ethical, moral, and professional behaviour. We expect all our employees and Board members to know and follow the Code. Failure to do so can result in disciplinary action, including termination of employment. Moreover, while the Code is specifically written for TDI employees and Board members, we expect all contractors, consultants, and others who may be temporarily assigned to perform work or services for TDI to follow the Code in connection with their work for us. Failure of a contractor, consultant, or other covered service provider to follow the Code can result in termination of their relationship with us.

This statement sets out the steps TDI continues to take and, where appropriate: any new steps it has introduced during the previous financial year to address the risk of modern slavery taking place within its own operations and supply chains.

For the purpose of this statement, joint venture arrangements are treated as being part of our supply chains.

OUR COMMITMENT

TDI has a commitment to ensure that there is no modern slavery or human trafficking in its supply chains or in any part of its business and imposes the same high standards on its suppliers.

OUR BUSINESS

TDI is a world-leading industrial design and engineering consultancy. Founded in 1987, and privately owned, the company specialises in developing bespoke solutions for road, rail, and marine-based transport applications. Working with strategic partners, TDI is also able to design and supply individual products, systems, and even complete vehicles.

OUR SUPPLY CHAINS

TDI procure a full range of main equipment, products, raw materials, and consumables from an approved supply base. We also use a range of suppliers in the UK including professional services firms. Our UK supply chains include:

- Transportation Services.
- Procurement of goods and services.
- Sub-contracting.

OUR POLICIES

As part of our commitment to combatting modern slavery and human trafficking, we operate the following policies and procedures, which reflect our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our operations.

Whistleblowing Policy – this is aimed primarily at employees but is also available to others working in our supply chains including customers and business partners to encourage the reporting of any suspected wrongdoing related to the direct activities or the supply chains of our organisation without fear of retaliation. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking.

Grievance Policy – which in a similar way to the Whistleblowing Policy, allows employees to raise concerns in relation to suspected wrongdoing internally, without fear of retaliation.

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Code of Conduct – all new employees are required to accept the code upon joining the business. The code provides a set of rules to ensure employees are upholding the highest level of ethical conduct in their day-to-day business.

As part of our initiatives to identify and mitigate risk, we regularly review existing policies and practices as part of our ongoing compliance obligations in producing this statement.

DUE DILIGENCE

As part of our approval process, every effort will be made to ensure that suppliers have the appropriate policies and processes in place to ensure these practices are adhered to.

We communicate to our suppliers the expected standards in addressing the risk of modern slavery and human trafficking in their supply chains.

In the event that non-compliances are identified the appropriate corrective action will be taken.

We undertake "right to work" checks for all employees prior to commencing employment. This includes checking, where applicable, that the employee has a valid work visa and is of an appropriate age to work.

TRAINING

This is intended to be completed by all employees in the 2023 financial year for employees in roles most likely to be able to identify and address potential modern slavery risks, including People Experience, Sales, Commercial Resource Team, Compliance and Procurement functions.

This training is to ensure a level of understanding of the risks of modern slavery and human trafficking in our supply chains and within the business.

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Policy Next Review Date	15 th May 2024
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