

## Modern Slavery Statement 2021

This statement is made pursuant to the relevant legislation on Modern Slavery and Human Rights as it pertains to the jurisdictions in which the company operates, and sets out the steps that TLI Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. TLI Group has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

TLI Group is a utility infrastructure consultancy and construction company, operating extensively within the utilities sector in Ireland, the UK and internationally. Our areas of expertise are:

1. Designing, building and commissioning overhead power lines and electrical substations
2. Designing and delivering a Fibre to the Building network via the existing electrical network.
3. The securing of planning permission, design, construction, refurbishment and maintenance of renewable solar and windfarm network connections to the national grid.
4. Upgrading, refurbishment and renewal of infrastructure networks across Ireland and the UK.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in Ireland and the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Equality Policy.
4. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
5. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### **Our suppliers**

TLI Group operates a Purchasing procedure and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that a particular organisation has never been convicted of offenses relating to modern slavery. Where realistically possible the company reserves the right to perform a site audit of working conditions. Our anti-slavery policy forms part of our contract with all suppliers, and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business;
2. They hold their own suppliers to account over modern slavery;
3. They pay their employees at least the national minimum wage / national living wage (as appropriate);
4. They comply fully with the relevant employment legislation in effect at the time and in relation to their country of operations;
5. They understand and agree that TLI Group may terminate the contract at any time should any instances of modern slavery come to light.

### **Our training**

We conduct training for our management teams and our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

#### **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies in relation to any breach of human rights or.
- No reports are received from any person identifying any instance on modern slavery in relation to a TLI Group project or supplier.

### **Approval of this statement:**

A handwritten signature in black ink, appearing to read 'John Tuite'.

**John Tuite**  
Managing Director

**Date:** 04/01/2021