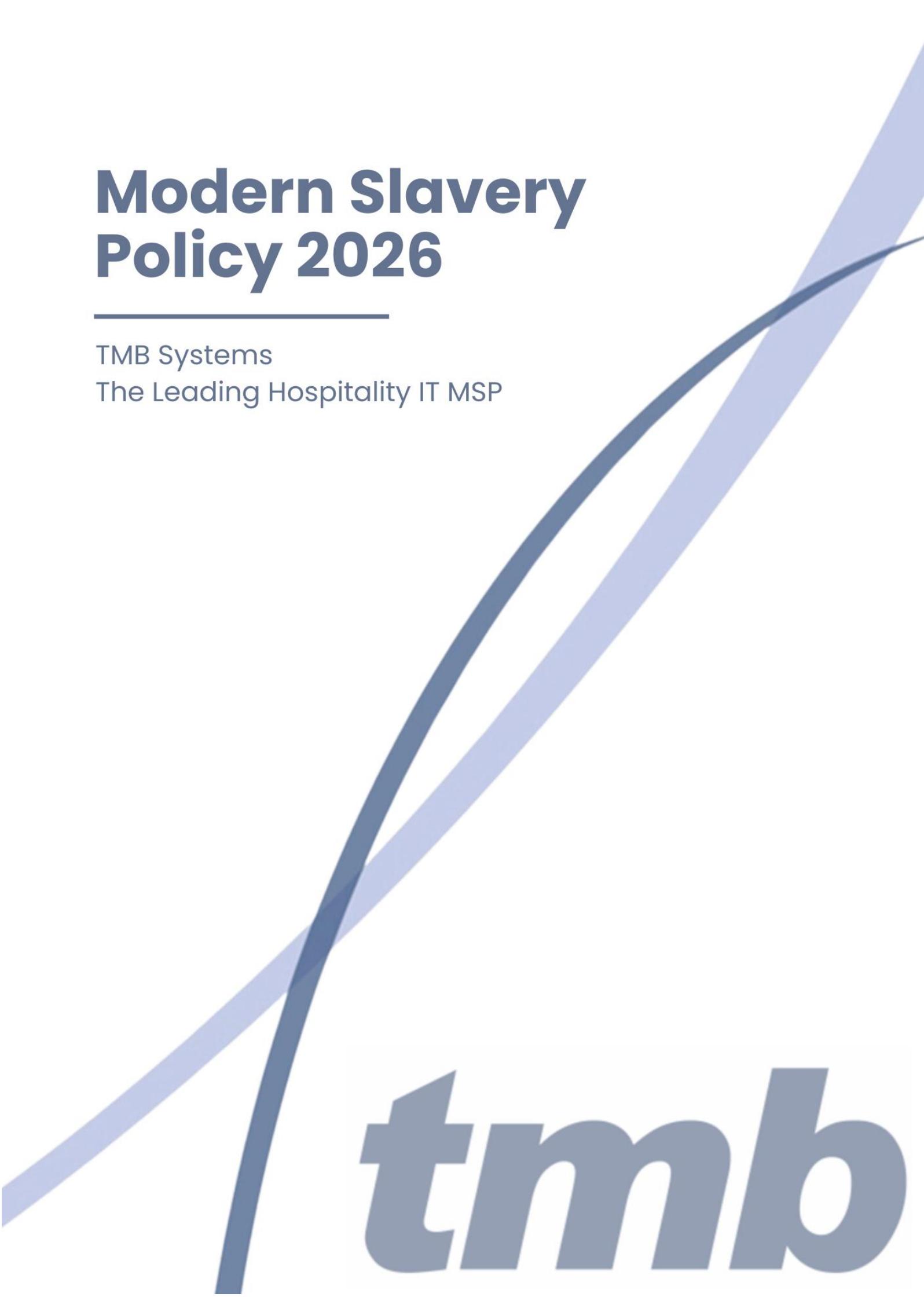


# Modern Slavery Policy 2026

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TMB Systems  
The Leading Hospitality IT MSP



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**Policy Name:** Modern Slavery Policy

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**Effective Date:** 10/03/2026

**Approved by:** Tony Burton MD

**Next Review:** 10/03/2027

*Please contact the author if you have any queries on this policy.*

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## Purpose and Scope

This Modern Slavery Policy outlines TMB Systems Ltd's commitment to preventing modern slavery and human trafficking within our operations and supply chains. We oppose all forms of slavery, servitude, forced labour, and human trafficking and take proactive steps to ensure these practices do not occur in any area of our business.

## Policy Statement

TMB Systems Ltd is committed to ensuring that all business activities are conducted ethically, responsibly, and with full respect for human rights. We take this responsibility seriously and are dedicated to preventing these practices within our operations and among our suppliers.

We acknowledge that our business activities and supply chain relationships may pose varying levels of risk, and we are committed to taking all reasonably practicable steps to identify, prevent, and mitigate any potential risks of modern slavery.

This statement forms part of our wider commitment to strong ESG (Environmental, Social and Governance) practices. Our approach to preventing modern slavery is based on transparency, accountability, and continuous improvement. TMB Systems Ltd is committed to:

- Complying with all relevant legislation, including the UK Modern Slavery Act 2015.
- Maintaining and regularly reviewing effective systems and controls designed to prevent modern slavery.
- Conducting thorough due diligence and risk assessments across our supply chains.
- Acting promptly on any concerns raised and supporting appropriate investigation and remediation.
- Increasing staff awareness, particularly for teams involved in procurement, HR, and supply chain management.

## Policy Commitments

We are committed to:

- Acting ethically and with integrity in all business dealings.
- Implementing and enforcing effective systems to prevent modern slavery.
- Ensuring transparency in our approach to tackling modern slavery.
- Complying with all relevant legislation, including the UK Modern Slavery Act 2015.

## Responsibilities

### *Management*

- Ensure this policy is implemented and maintained.
- Conduct risk assessments and due diligence on suppliers.
- Provide training and awareness for staff.

### *Employees*

- Report concerns or suspected cases of modern slavery.
- Follow all internal procedures related to ethical conduct and procurement.

### *Suppliers*

- Demonstrate compliance with this policy.
- Provide evidence of their own anti-slavery measures.
- Notify us immediately of any suspected breaches.

## Risk Assessment & Due Diligence

We assess risks by:

- Reviewing supply chains, particularly in high-risk sectors or regions.
- Evaluating new suppliers before onboarding.
- Conducting periodic audits and compliance checks.

## Reporting Concerns

We encourage anyone connected to our organisation to raise concerns about modern slavery. Reports can be made confidentially through our internal reporting channels. All concerns will be investigated promptly and thoroughly.

## Training & Awareness

We provide training to employees, especially those involved in procurement, HR, and supply chain management, to help them identify signs of modern slavery and understand reporting procedures.

## Breaches of This Policy

Any employee found to be in breach of this policy may face disciplinary action. Suppliers or partners who fail to comply may have their contracts terminated.

## Continuous Improvement

We regularly review and update this policy to strengthen our approach and ensure alignment with legal requirements and best practices.

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*Exceptions to this policy must be formally approved by the Senior Leadership Team (SLT).*

*This policy has been approved by senior management and is effective as of 10/03/2026.*