

## Anti-Slavery and Human Trafficking Policy

This policy applies to all persons working for Toiletry Sales Limited (TSL) or on our behalf in any capacity, including employees at all levels, directors, agency workers, seconded workers, volunteers, agents, contractors, and suppliers.

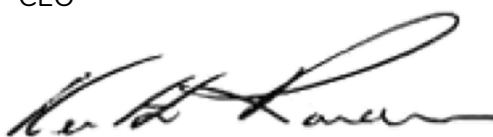
Toiletry Sales Limited (TSL) strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our business relationships, consistent with our obligations under the Modern Slavery Act 2015 (the Act). TSL prohibits the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers will hold their own suppliers to the same high standards.

### Commitment

We shall, as a Company, expect everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chain.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk based approach to our contracting processes and keep them under review. With our risk based approach, we require:
  - Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with the Act
  - Suppliers engaging workers through a third party to obtain third parties' agreement to adhere to the Act
- As part of our ongoing risk assessment and due diligence processes, we will consider carrying out audits of suppliers for their compliance with the Act.
- TSL will take appropriate actions against any individual or organisations working on our behalf who breach this policy. TSL will consider the best outcome for those individuals impacted by the breach when taking any actions.

Chris Patterson  
CEO



- 19/11/2020

Technical Director