

## **Modern Slavery Act 2015 Statement Slavery and Human Trafficking Statement**

### **Introduction from Peter Smith – Chairman**

TIA (GB) Ltd is committed to taking all necessary steps to ensure that our company policies and working practices help combat the global issues of slavery and human trafficking.

We will regularly review the measures we take to ensure that our policy remains robust and appropriate. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

#### **Peter Smith**

Chairman – TIA (GB) Ltd

### **ORGANISATION'S STRUCTURE**

All the companies held under TIA (GB) Ltd ("Group"), are a global specialist distributor of tyres to a worldwide market. Our Head Office is based in Telford, UK. TIA Group is present in more than 63 countries.

The trading companies within the group are:

- TIA (GB) Ltd
- TIA Wheels Ltd
- Veetireco UK Ltd
- TIA Mexico

### **OUR BUSINESS**

TIA (GB) Ltd t/a Treadsetters was established in 1999 and has grown rapidly into one of the principal UK, European and Global tyre wholesalers and distributors of truck & bus, passenger car, high-performance car, Agricultural, 4X4, van tyres and a comprehensive range of commercial wheels.

We wholesale through our warehouse in the UK and have exported tyres globally through direct containers into more than 63 countries worldwide. We also specialise in brand development. We distribute our own brand "Torque" and work with factories to develop their brands in different markets. At present, there are 58 people employed throughout the Company, with a turnover of £96 million in 2018.

### **OUR SUPPLY CHAIN**

TIA (GB) Ltd supply chain includes stocking, warehousing and distribution. We also source products from a number of tyre manufacturers. We have a range of suppliers from UK, Ireland and from around the world. As part of our tendering process, we require suppliers to support and demonstrate our values, which is an essential component of our approach to Corporate Social Responsibility.

Many of our suppliers hold international quality standards and accreditations and are regularly audited by the issuing authorities to ensure adherence to these requirements. We also audit a selection of our suppliers to check compliance with our company's quality standards. Our suppliers all conform to accredited assurance schemes that are relevant to their geographical location and product supplied. These assurance schemes must also comply with all EU legislation.

The Group's supply chain is comprised of suppliers throughout the world that provide a wide range of products and services related to the manufacturing, development, marketing and distribution. The Group strives to do business with reputable suppliers committed to the Group's ethical standards and business practices.

Overall, our business involves the distribution and wholesaling of tyres across the UK and worldwide. Our supply chain therefore primarily involves the purchase and distribution of tyres. It is complex and global in nature.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We expect all of our directors, employees and suppliers to act with honesty, integrity and fairness. Our business principles set out the standards we set ourselves to ensure we operate lawfully, with integrity and with respect for others. As part of this commitment, we are committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or in any part of our business.

### **RELEVANT POLICIES**

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

1. 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.