PRACTICE POLICY FOR

MODERN SLAVERY

PREPARED BY

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Modern Slavery

Our Anti-Slavery & Human Trafficking Policy

Slavery is defined as ownership exercised over a person or where individuals are coerced into providing their services or do so under threat of a penalty. Human trafficking is defined as arranging or facilitating the travel of individuals with a view to exploiting them.

Slavery and human trafficking are acknowledged to be a global problem. TPM Studio is committed to taking steps to ensure that slavery and human trafficking are not taking place in our business or supply chains.

Our commitment to preventing slavery and human trafficking extends to all individuals working for TPM Studio at all levels and grades, including Directors, senior managers, staff, consultants, contractors, seconded staff, agency staff, agents or any other person associated with us or any of our subsidiaries or their employees as part of our supply chain, in those locations where we have a studio.

Organisational Structure

TPM Studio is a London based practice, established in 2014, with a growing reputation for delivering expertly conceived and technically elegant buildings. The practice, located in Islington, is a private limited company employing approximately eight members of staff.

The executive authority of the company sits with the 3No founding Company Directors. As an SME, our management structure is simplified and Company Directors oversee all elements of the company's current operations and activities. They are involved in the day to day running of the company and responsible for the implementation of all company policies, procedures and guidelines.

Supply Chains

Our procedures for selecting sub-consultants, service providers and suppliers align with our commitment to equality, diversity and human rights, including our commitment to ensuring that slavery and human trafficking does not take place within our business or supply chain.

We use pre-qualification checklists when selecting potential sub-consultants and suppliers and when reviewing our existing supply chain partners. The checklists align with our own values and standards, for example our sub-consultants' pre-qualification checklist covers all aspects of policy and business activities, including specific questions relating to the Modern Slavery Act 2015. We also monitor our sub-consultants' operations to ensure that they comply with the required standards.

Our Company Secretary monitors those companies providing goods and services to TPM Studio e.g. catering and stationery suppliers. A schedule of suppliers is reviewed and updated on an annual basis using a standard review checklist which includes the suppliers' policy with regards to the Modern Slavery Act 2015.

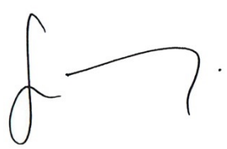
In the event that a contractor, consultant, agency or other member of our supply chain was suspected of engaging in or supporting slavery or human trafficking an investigation would be undertaken and, if necessary, our relationship with that supplier would terminate.

Action in this area would be driven by our Company Secretary, who is fully supported by the TPM Studio Board of Directors.

Responsibility for the Policy

For the purposes of this policy, the TPM Studio Directors will have primary responsibility for the regular review and update where appropriate. The responsibility for the appropriate and effective application of the policy within the studio is with the Directors.

This is TPM Studio's Modern Slavery Statement concerning our anti-slavery and human trafficking policy, and I commit myself and the company to it.



Glen Moorley
Director
TPM Studio
15th January 2024