

TLM Laser Ltd Statement on Slavery and Human Trafficking

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the "Act") and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2019.

We are committed to building our enterprise with integrity and this informs our approach to dealing with our investors, business partners, customers, associates and suppliers. TLM laser Ltd is committed to protecting and advancing human rights and it seeks to protect against violations of human rights in its operations and its supply chains. We fully support both the Act and the equivalent anti-slavery and human trafficking legislation in force in the countries in which we operate. We have a zero-tolerance approach to slavery and human trafficking and we act ethically and with integrity in all our business dealings and relationships. We require adherence to the same high standards from our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards.

Our Policies Relevant to Slavery and Human Trafficking

TLM Laser Ltd continues to express the fundamental expectation that each employee acts with the highest level of integrity and in compliance with all applicable laws and policies.

TLM Laser Ltd policy is to operate its business in compliance with applicable laws and regulations and we expect that suppliers who do business with us also comply with such laws, including the laws against forced or involuntary labour.

TLM Laser Ltd also recognises that its continued success depends on making sure our employees conduct business with integrity and in an ethical and responsible manner.

TLM Laser Ltd maintains an Integrity and Compliance open door policy with their Directors to enable our employees to speak up if they know of any conduct that may compromise our Code or violate the laws under which we operate. The procedure is available to all employees to raise all forms of concern they may have, including those relating to human rights issues. Reports to the TLM Laser Ltd Directors of violations of law, our Code, or other TLM Laser Ltd policies are rigorously investigated.

2 Navigation Court, Harris Business Park, Stoke Prior, Bromsgrove, Worcestershire, B60 4FD

TEL. +44 (0) 1527 959099 FAX. +44 (0) 1527 959091 EMAIL. info@tlm-laser.com

Our effectiveness in combatting Slavery and Human Trafficking

In order to maintain and continually improve supplier and (sub) contractor performance we:

- Assess the sustainability risk of our key suppliers and (sub)contractors;
- Share best practices and work with our key suppliers and (sub)contractors to eliminate or reduce supply chain risks; and
- Implement a set of guidelines for suppliers and (sub)contractors, which address relevant social and environmental issues such as child labour, slavery and human trafficking, freedom of association, hazardous substances, etc.

This statement has been signed on behalf of TLM Laser Ltd by:



Andy Toms
Director



John McCafferty
Director

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