

Modern Slavery Policy Statement

At Thomas Bow Limited we recognise the responsibility that we share with our suppliers, to buy materials and deliver our services in an ethical manner. As part of this commitment we acknowledge our responsibility towards the Modern Slavery Act 2015 and will ensure transparency within the organisation and with our suppliers of goods and services to Thomas Bow Limited.

We want our customers to be confident that our business partners treat their employees fairly, with respect for human rights and are not exposed to unsafe working conditions or in any way forced to work under slavery. We believe that when ethical standards are in place, this can improve worker well-being, productivity and quality, which benefits both our suppliers and our customers. Only suppliers who share our standards and values will be considered appropriate to trade with Thomas Bow Limited and we seek to develop long-term trading relationships with suppliers based on the principle of fair, open and honest dealings at all times.

As a part of our company's formal procurement process, prospective suppliers are required to confirm whether they comply with the Act and, where their turnover is above £36 million, provide their annual statement together with evidence that it complies with the requirements of the Act i.e. signed by a Director, made available on their website etc. As a result Thomas Bow Limited shall only work with organisations who also commit to the eradication of slavery and human trafficking.

Thomas Bow Limited has performed a risk assessment of existing suppliers to establish what further information and/or due diligence is required to provide assurance that slavery or human trafficking is not taking place in any of its business or supply chains. This includes Thomas Bow suppliers whose turnover is in excess of £36million being required to provide their annual statement together with evidence that it complies with the requirements of the Act.

Imported products sourced from outside the UK or EC are potentially more at risk of slavery or human trafficking issues. If products have to be sourced from such locations, we look to work in partnership with companies who possess certifications which have independently assessed standards that reinforce their commitment to human rights, working conditions and the provision of a living wage.

Thomas Bow will not work with any organisation that either has or is found to be knowingly involved within either human trafficking or modern slavery.

The Directors and Management shall be responsible for the application of this statement and respective policy and ensure all activity complies with the Modern Slavery Act 2015. Thomas Bow will provide adequate resources, training and investment to ensure its successful application.



Alistair Bow
Managing Director
25th February 2020