

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

### 1. Introduction

This statement is made on behalf of TGA Industries Limited and is issued pursuant to our obligations under the UK's Modern Slavery Act 2015 ("**MSA**"). TGA Industries Limited is referred to herein as the "**Company**".

These obligations comprise releasing a statement, signed by a director, which details the steps the **Company** has taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of their businesses.

The statement refers to our financial year ended 31 December 2023. We have, however, also described in this statement actions and policies implemented since that time.

### 2. Organisational structure and supply chains

The Company forms part of the Fortive Corporation ("**Fortive**"), an international group of corporate entities whose principal activity is the production and supply of high quality, specialist technology to solve customers' critical needs. The Company is organized into three divisions (referred to herein as the "**Division**" and/or the "**Divisions**"):

- **Qualitrol (UK)** provides monitoring solutions for electrical equipment within the generation, transmission and distribution networks;
- **West Control Solutions (UK)** whose primary business is the design, development and manufacture of temperature controls used in a variety of commercial and industrial products across a variety of industries; and
- **Gems Sensors (UK)** whose principal activity was the design and manufacture of liquid level, flow and pressure sensors, switches, transducers, miniature solenoid valves, and pre-assembled fluidic systems. During the year, operating activities at Gems Sensors Basingstoke location ceased with effect from 30 June 2023 with various product lines being obsoleted and the resale activities transferred to West Control Solutions.
- West Control Solutions (UK) and Gems Sensors (UK) report under the same business unit, Gems Sensors & Controls Inc.

### 3. The Company's policies in relation to slavery and human trafficking

Our Company deplores human trafficking and modern slavery in all its forms. We support the MSA and its underlying aims.

It is the established policy of Fortive that workers at supplier facilities have the right to freely choose employment. Fortive further expects that all suppliers who do business with Fortive and its subsidiaries will comply with all applicable laws, including the laws against forced or involuntary labour, and this expectation is embodied in Fortive's Supplier Code of Conduct ("**Supplier Code**"), available <https://fortive.com/suppliers>. The Company wholeheartedly supports these values and objectives.

Fortive's Supplier Code mandates fair treatment in terms of remuneration and working conditions and prohibits abusive, violent, or demeaning conduct towards employees as well as precluding all forms of involuntary or child labour, including prison, bonded or indentured labour, and engagement in any form of human trafficking, as well as all forms of discrimination.

#### **4. Due diligence processes in relation to slavery and human trafficking**

Our methodology is to conduct Supply Chain risk assessments, based on the Global Slavery Index (“GSI”) and other bodies of empirical research which highlight sectors where slavery is prevalent. Risk assessments are carried out annually by each Division’s Supply Chain leaders with support from Fortive corporate Supply Chain team. Details of the Supplier Risk Management process is available to all employees of the Company on the internal Fortive SharePoint.

These risk assessments involve engaging with suppliers in relation to slavery and trafficking issues, considering the content of their statutory slavery statements issued pursuant to Section 54 (where available), sending questionnaires designed to elicit relevant information to gauge a supplier’s slavery and trafficking risk, gaining statements of compliance with the Fortive Supplier Code or similar and, where considered appropriate, by following up with meetings or supplementary requests for further information. We also pay particular attention to the practices of those suppliers who enjoy the highest levels of business with us.

#### **5. Risk assessment and management**

The Company is engaged in an on-going risk assessment exercise designed to identify areas of risk within its supply chain. We consider that the areas of highest risk come from suppliers who make use of facilities in those countries where the GSI indicates an elevated slavery and trafficking risk.

The company operates within a global supply chain. After consulting the GSI, we ascertain that our direct suppliers are not situated in regions identified as posing the highest risks. While there is currently no information indicating any impropriety in the practices of forced labour or trafficking among our suppliers or their respective supply chains, we recognise the paramount importance of maintain vigilance in this regard and continuously reassessing the situation. Should any untoward issues come to light during the review our preferred process would be first to work with any supplier to remediate (if possible and appropriate), but ultimately, we reserve the right to terminate any business arrangements that do not comply with our standards for suppliers.

Equally, we do not lose sight of the fact that modern slavery and human trafficking practices are also occasionally found in the UK, albeit on a smaller scale. Closer to home, therefore, we do not forget that certain industries may be prone to exploit low-skilled, low paid or migrant workers and require them to work in conditions or under terms that are unacceptable. UK suppliers and contractors are therefore subject to the same level of scrutiny as international suppliers.

We are aware that certain employment agencies can have an elevated slavery and trafficking risk, particularly where they make travel arrangements or other arrangements on behalf of workers coming to the UK. The Company makes limited use of such agencies, but where it does, we remain equally vigilant and ensure that employment agencies are subject to the same due diligence as our other suppliers. Furthermore, where we deem it appropriate, we will ask questions about candidates during the recruitment process which are designed to spot red flags and determine whether there could be problems.

#### **6. Training on slavery and human trafficking available to our staff**

The Company continues to use training programs for our staff, concentrating on those areas of the organisation where personnel are most likely to encounter slavery or human trafficking.

## **7. Key performance indicators to measure effectiveness of steps being taken**

The Company keeps its slavery and human trafficking policies and due diligence processes under review to ensure their effectiveness in achieving the desired results. To achieve this end, each Division applies KPIs as metrics to determine whether the Company's policies and procedures are producing the desired effect, such as:

- a) the fulfilment of our due diligence program on selected suppliers within the relevant financial year. This was completed with 100% on time in 2023;
- b) the audit process not having given grounds for any concerns regarding modern slavery or human trafficking and not having otherwise received reports of suppliers being complicit in such practices;
- c) the completion of training for all key procurement and supply management personnel as well as others and the completion of follow-up quizzes by attendees, which we expect to demonstrate a high level of understanding of the subject matter;
- d) the implementation of an operational whistleblowing facility for staff to enable them to report suspicions of modern slavery or human trafficking occurring in the business or supply chain

## **8. Approval**

This statement was approved by the board of directors of the Company on 19 March 2024.



**Steve Allen**  
**Director**  
TGA Industries Limited