

**TMD Friction UK Limited (“TMD”)**  
**Modern Slavery Act 2015 Transparency Statement**

**Introduction**

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps TMD take to understand all potential modern slavery risks and prevent any incident of slavery or human trafficking in TMD’s business or supply chains.

TMD recognises that it has a responsibility to address this issue and treat it with priority irrespective of the complexity of the issues concerned. TMD has worked with its suppliers to strengthen its supply chain activities with regard to its workers, social and environmental issues and ethical standards. However, it is acknowledged that some suppliers may require more practical assistance in implementing these activities.

**Organisational Structure**

TMD employs 620 people within the UK and has two manufacturing sites, manufacturing brake products for sale within the Independent Automotive Aftermarket.

TMD has established strong relationships with its suppliers based on trust and transparency.

TMD requires all of its direct suppliers to work closely with its own suppliers, distributors, and agents to ensure total transparency within the supply chain.

**Organisational Policies**

**Supply Chain Sustainability Policy**-TMD is committed to work with its customers to supply friction solutions that are fit for purpose according to the high quality levels of the friction industry. As such TMD’s business partners up and down the supply chain play an irrevocable part of its commitment and effort to ensure that they have sustainable business practices. This Policy is based on its core values and defines TMD’s group-wide requirements for its business partners in line with the UN Global Compact’s 10 Principles. Suppliers are requested to sign an agreement acknowledging and accepting this Policy.

**Whistleblowing**-TMD encourages its employees to report in confidence any concerns relating to the business and this includes suppliers and the risk of slavery and human trafficking.

**Anti-Bribery**-TMD does not tolerate any form of bribery by any of its employees, workers, distributors or agents. TMD complies with the Anti-Bribery Act 2010.

**Recruitment**

TMD is committed to ensure that all new employees or workers are recruited in compliance with the law and its Equal Opportunities Policy. Recruitment agents are reviewed on a regular basis.

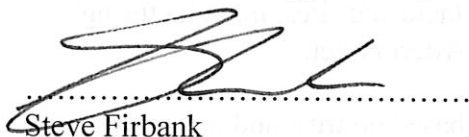
## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in TMD's business it will introduce staff training where appropriate.

## **Governance**

The board of TMD take the issue of modern slavery and human trafficking very seriously and will ensure that it will endeavour to improve its approach and review all relevant policies, including this statement on an annual basis.

This statement was approved by the Board of TMD Friction UK Limited



Steve Firbank  
Finance Director UK  
12th July 2018