

TP Group Limited Modern Slavery Statement: FY22

Introduction

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes TP Group Limited's slavery and human trafficking statement for the financial year ending 31 December 2022. TP Group was acquired by Science Group plc in January 2023. Accordingly, TP Group is not covered by Science Group's Modern Slavery Statement for FY22.

Our business and supply chains

The TP Group businesses comprise two divisions which operate across multiple sites in the UK:

1. Defence & Aerospace Consultancy: provides technical expertise for successful delivery of large, complex and critical programmes in defence and aerospace.
2. Submarine Atmosphere Management Systems: designs, develops and manufactures atmosphere management and life support systems for submarines.

Our employees are primarily based in the UK.

Our supply chain consists of:

- UK fabrication, machining and assembly subcontractors, manufacturing to our blueprint;
- Global suppliers and manufacturers of engineering, electrical and electronics products, materials, components and services;
- Consultancy support and professional service providers;
- Assurance and auditor services; and
- UK facilities and maintenance contractors.

The majority of these suppliers are based in the UK with several based in the EEA and North America.

Our policies and procedures

We have a zero tolerance approach to slavery and human trafficking of any kind within our businesses or supply chains. Our internal policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place. These include:

Governance structure: We are committed to the highest principles of personal and professional conduct which includes a zero tolerance approach to modern slavery. Our ethical principles are contained within our Code of Conduct which includes specific reference to the Modern Slavery Act 2015. Our employees are required to comply with this Code, and it encourages employees to raise concerns if they suspect any modern slavery.

Whistleblowing: The whistleblowing policy applies to everyone working within a TP Group business including employees, contractors and other third parties acting on our behalf. This policy provides a mechanism for the reporting of concerns about suspected wrongdoing or dangers at work, including slavery and human trafficking violations, without fear of reprisals.

Supply Chain policy: Our supply chain policy requires a declaration from suppliers that slavery and human trafficking are not taking place within their business or supply chain.

Recruitment and employment practices:

- Our recruitment procedures include mandatory documentation checks to ensure that all employees are over 16 and eligible to work in the applicable territory.
- As part of our recruitment policies and procedures, we only use reputable recruitment firms and comply with all relevant local laws and regulations.
- We review market related pay and rewards regularly.
- We implement initiatives to support our personnel's physical and mental wellbeing and stress.

We are committed to fair employment practices for our staff.

Security: Our Chief Information Security Officer is responsible for ensuring that all employees and consultants undergo rigorous security checks to ensure that they are legally allowed to work within the UK and our businesses, thus reducing the risk of human trafficking.

Ongoing assessment

Due to the nature of our business and the locations and sectors in which we operate, we consider that there is a very low risk of slavery and human trafficking in our business and supply chains. However, we will continue to review our approach and the effectiveness of our policies and procedures on an ongoing basis. For the financial year ending 2023 onwards, TP Group will be included within Science Group plc's Modern Slavery Statement.

For and on behalf of TP Group Limited

Sarah Cole

Director

30 June 2023