

## **TP-Link UK Ltd Modern Slavery Act Statement**

### **Introduction from the Managing Director**

We are proud of the steps we have taken to combat slavery and human trafficking. In 2019, we implemented the TP-Link Anti-Slavery and Human Trafficking Policy (the "Policy") which is designed to ensure that we strictly prohibit the use of modern slavery and human trafficking in our operations and supply chain.

We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

It is our intention to continue to build on the systems and controls we have already put in place and to improve the effectiveness of our measures over time. This statement sets out both the steps we have put in place and also the steps we intend to implement.

### **Organisation's structure**

TP-Link UK Ltd is a distributor in the networking devices and smart home products sector. Our holding company is TP-LINK CORPORATION PTE. LTD. which is located at 7 Temasek Boulevard #29-03 Suntec Tower One, Singapore 038987.

### **Our business**

Our business is organised into two business units: Networking, and Smart Home.

### **Our supply chains**

We have two main supply chains. Our Networking providers are: TP-Link Accessories Limited and TP-Link International Limited, both of which are based in Hong Kong. Our Smart Home products provider is TP-Link Research America Corp., which is based in the USA.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects 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 anywhere in our supply chains. We also ensure we follow our human rights policy to ensure that there is no child labour or employees involved in dangerous working practices.

We carry out reviews of our policies on an annual basis to ensure that they remain up to date and so that we are able to identify any changes that will improve our policies.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

We have allocated responsibility internally to our Managing Director to ensure that our due diligence processes are as robust as they can be and to identify any changes that could be made to improve our processes over time.

### **Supplier adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking. Our suppliers are required to hold their own suppliers to the same high standards.

We require all suppliers to follow all labour and employment laws, and sign documents concerning the working environment and safety of their employees.

As part of our ongoing risk assessment and due diligence processes, we consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.

We also assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.

If we find that other individuals or organisations working on our behalf have breached our Policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remedied and whether that might represent the best outcome for those individuals impacted by the breach, to terminating such relationships.

### **Training**

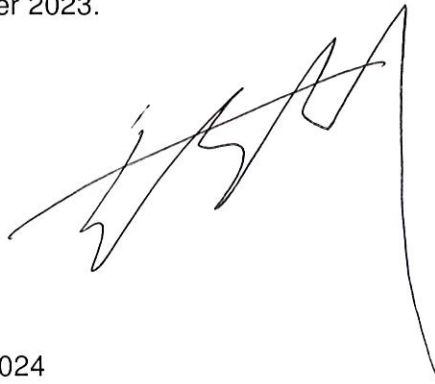
To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have implemented a training programme for our staff. Our training programme aims to make sure that our staff have

a good understanding of our policies, in addition to the knowledge necessary to ensure that we can meet our aims with regard to the prevention of modern slavery and human trafficking. All new joiners are required to review our policy and relevant training is provided

### **Measuring Effectiveness**

We will continually monitor the effectiveness of our efforts to combat modern slavery and human trafficking, and with effect from the financial year ending 31 December 2021, we have carried out a formal review each year at a high level to identify any issues or areas for improvement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2023.



Managing Director

TP-Link UK Ltd

Date : 22<sup>nd</sup> April 2024