

21st December 2016

TT Electronics plc - Modern Slavery Statement

TT Electronics is committed to acting ethically and with integrity in all of its business dealings. As part of this commitment, TT has adopted a zero-tolerance approach to Modern Slavery - whether in the form of servitude; forced, bonded, or indentured labour; slavery; human trafficking or any other activity that amounts to an unreasonable restriction on the free movement of workers.

Our business model is based on providing our customers with engineered products, services and expertise for performance critical applications. In meeting our customers' requirements, we operate procurement programmes through global supply chains, involving a wide network of suppliers and distributors. It is recognised that within this structure (as with all other participants operating in our business sector) the potential exists for the human rights of individual workers to be violated.

This statement is provided in compliance with the Modern Slavery Act 2015 ("the 2015 Act") and sets out the Group's approach to ensuring that Modern Slavery does not take place anywhere within our own business or in any of our supply chains. The following steps have been, or are in the process of being, taken in this regard:-

- The Board of TT Electronics adopted a policy on Modern Slavery in December 2016 (the "Policy"), setting out the standards we expect from all our employees, contractors, suppliers, distributors and other business partners. A copy of the Policy can be located on our website. The Policy was launched through a communication programme available (in the local language) to all of our employees.
- We are in the process of revising our Code of Business Ethics, which will be made available to all employees in their local language and on the TT Electronics website. The revised Code will make specific reference to TT's obligations under the 2015 Act and the standards of behaviour outlined in the Policy. Both the Code and our Policy make specific reference to the TT Electronics' whistleblower hotline, which is available to report alleged breaches of the Policy on an anonymous basis.
- TT Electronics is a member of the Electronic Industry Citizenship Coalition. As such, we have made a formal commitment to uphold the human rights of workers (at all points in the supply chain) and to treat them with dignity and respect as understood by the international community. This includes concepts covered by the remit of the 2015 Act such as "freely chosen employment" and treatment of young workers.
- We have conducted an initial assessment of our employment practices and processes, which has confirmed that our activities are in line with the requirements of our Policy. We will continue to

monitor compliance through the next financial year and implement modifications to our activities as required.

- TT Electronics carefully manages its supplier base to ensure compliance with the Group's core values. Following the introduction of the Policy, we have included specific prohibitions in our contractual arrangements against the use of forced, compulsory or trafficked labour, and we expect our suppliers to hold their own suppliers to the same high standards. During 2017, we will be undertaking an assessment of the Group's suppliers by size/risk and will request that our largest suppliers provide details on their strategy and approach to compliance with the 2015 Act. We intend to roll this process out across a wider group of suppliers in subsequent years, and to ensure that this approach is adopted as a matter of course in the due diligence processes we adopt on the appointment of new participants in the supply chain.
- TT Electronics has developed a comprehensive training programme which covers key areas of compliance such as Anti-Bribery. We are looking to expand these training modules in the coming year to cover Modern Slavery.

TT Electronics will continue to review its policies and processes, for the benefit of all of our stakeholders, in order to raise standards with regards to operating in an ethical and sustainable manner across our supply chains. Further details on the progress made in respect of the priorities outlined above will be made in the 2017 Annual Report, and published online simultaneously.

Yours Sincerely



Richard Tyson
Chief Executive Officer