



TOM Group Modern Slavery and Human Trafficking Statement

TOM Group Limited

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(If there is any inconsistency or conflict between the English and the Chinese versions, the English version shall prevail.)

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Modern slavery takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them, very often for personal or commercial gain. Modern slavery is a gross violation of fundamental human rights.

TOM Group Limited, its subsidiaries and controlled affiliates (collectively, the "Group") is committed to ensuring that there is no slavery or human trafficking in any part of its business or in its supply chains. It is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains. The Group complies with the reporting requirements of applicable national legislations including the United Kingdom's Modern Slavery Act 2015.

The Group has zero-tolerance for modern slavery and is fully committed to preventing modern slavery and human trafficking in its Group companies. The Group understands its responsibility to be alert to the risks, however small, in its business and in the wider supply chain. The Group is committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains.

Where appropriate, the Group conducts due diligence as part of its initiative to identify and mitigate risk, such as when identifying potential new suppliers and protecting whistle blowers.

This Statement is also addressed in the TOM Group Human Rights Policy and the TOM Group Supplier Code of Conduct.