



Anti-Slavery and Human Trafficking Policy Statement

The Company maintains relationships with several different organisations, people in its supply chain and in its recruitment practices as well as being a founding member of Slave Free Alliance.

Modern Slavery is a criminal offence under the Modern Slavery Act 2015 and can occur in various forms, including servitude, forced or compulsory labour and human trafficking and will not be tolerated under any circumstances. This policy sets out the Company's goals preventing opportunities for modern slavery to occur.

Breaches of this provision constitutes a gross misconduct offence.

To ensure that modern slavery is prevented all employees must:

- At all times and in all respects act in the best interests of the Company and use your best endeavors to promote, develop and extend the company's business and interests.
- Take all necessary steps to prevent opportunities for modern slavery to arise and to report to the Company areas which may be of risk, such as overseas suppliers not governed by the modern slavery act.
- Take all necessary steps to work with the company's established supplier list and seek authority from their line manager in the event they wish to try a new supplier.
- Engage with suppliers to convey the anti-slavery policy and gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their business.
- Expect suppliers to hold the same standards and approaches towards anti-slavery and human trafficking
- Ensure that all statutory checks are made during the recruitment of new employees and that salaries are not less than the national minimum or national living wage limits.
- Familiarise themselves with the anti-slavery and human trafficking characteristics such as forced labour, bonded labour, human trafficking, descent-based slavery, child slavery, forced and early marriage.

Signed

A handwritten signature in black ink, appearing to read 'Paul Tomlinson', is written over a horizontal line.

For and on behalf of JLES Group Limited
Paul Tomlinson
Director

Date

11th November 2021

Review Date

NOVEMBER 2022