



Modern Slavery and Human Trafficking Policy

JSM Group is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors. The company acknowledges responsibility to the Modern-Day Slavery Act and will ensure transparency within the organisation and with suppliers of goods and services organisation. These as well as suppliers of services make up the supply chain with the JSM Group.

As part of our company's due diligence processes into slavery and human trafficking, the supplier approval process incorporates a review of the controls undertaken by our suppliers and subcontractors. Imported goods from sources outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for those sources will be continually monitored.

JSM Group will not support or deal with any business knowingly involved in slavery or human trafficking. The company Directors and senior management shall take responsibility for implementing this policy and its objectives and shall provide adequate resources (training, etc) and suitable investment to ensure that slavery and human trafficking is not taking place within the organisation nor within its supply chains. A full copy of the policy of the Modern-Day Slavery Act Policy will be accessible to all employees electronically and a copy can be obtained from either the HR or SHEQ department upon request.

This policy will be reviewed annually and published. This policy takes into account, and supports, the policies, procedures and requirements documented within our Integrated Management System (IMS), compliant with the requirements of ISO 27001 9001, 14001 and OHSAS 45001. The implementation and operation of this management system underlines our commitment to this policy.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels within the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to our company activities.

Signature... *Stuart Wiltshire*..... Date 13 August 2021

Stuart Wiltshire
Managing Director