



## JKH Anti-Slavery Policy

### Our commitment to the principles of the Modern Slavery Act 2015

JKH, as a UK-based precast concrete manufacturer, is dedicated to upholding the principles outlined in the Modern Slavery Act 2015 and actively supports the eradication of modern slavery and human trafficking. As part of our commitment to fostering an inclusive workplace, we are devoted to establishing a work environment that is free from discrimination and harassment. It is imperative to us that our employees feel secure in reporting any instances of misconduct without fear of reprisal.

### Recruitment and Employment Practices

Our recruitment and employment procedures are meticulously designed to ensure that all prospective employees are legally entitled to work in the UK and are protected from any form of coercion or exploitation. We do not engage in business partnerships with any entities, either domestically or internationally, that are known to support or engage in practices related to slavery, servitude, or forced labour.

### Evaluation of Supply Chains

Given the nature of our operations, we evaluate our risk of involvement in modern slavery within our business and supply chains to be low. JKH sources goods and services from a select group of suppliers, thus minimizing exposure to potential risks associated with modern slavery.

### Integration of Anti-Slavery Principles

We remain committed to integrating anti-slavery principles throughout our organization by:

- Ensuring that personnel involved in procurement activities adhere to modern slavery procurement guidelines provided by GOV.UK
- Incorporating assessments of modern slavery risks and prevention into JKH's policy review process as both an employer and procurer of goods and services.
- Incorporating references to modern slavery and human trafficking within JKH's procurement strategies and contractual terms and conditions.
- Continuing to enforce a zero-tolerance policy towards modern slavery.
- Providing training to employees involved in purchasing, procurement, recruitment, and workforce deployment on matters related to modern slavery and ethical employment practices.

At JKH, we are dedicated to fostering a culture of integrity, accountability and collaboration and we remain steadfast in our commitment to social responsibility and combating modern slavery in all its forms.

Signature:

Daniel Prince  
Managing Director (Responsible for Health and Safety)  
Date: 04<sup>th</sup> March 2024

Next Review Date: 03<sup>rd</sup> March 2024