



Anti – Slavery Statement

At James Briggs we embrace principles supportive of equal treatment without discrimination and with the protection of employment law for all staff. We treat all staff equally: without discrimination and with respect for their human rights and have a zero tolerance approach to slavery and human trafficking. We are committed to preventing acts of slavery and human trafficking from occurring within both our business and supply chain.

In particular:-

- We bear the full costs of recruitment and do not charge staff fees for hiring, placing or promoting them.
- We provide written statements of terms and conditions of employment to all staff as required by law. These documents explain everything in a clear and transparent way.
- We support the right to seek, obtain and hold employment without discrimination and with complete respect for dignity.
- We do not coerce anyone to work for us. When you choose to work for us you do so voluntarily.
- Employees must prove your entitlement to work in the UK. However, we do not hold or retain original passports, identity documents or residency papers. You should retain such documents personally.
- Everyone is paid regularly, in accordance with their terms and conditions. We provide a written summary of pay and deductions (pay slip) on every occasion.
- Everyone has the right to join or not join a trade union at their complete discretion.
- We provide safe and decent working conditions with suitable training as necessary. Our operations comply with or exceed statutory health and safety standards.
- We provide formal grievance provisions through which staff are free to lodge a work related complaint or raise a matter of concern.
- We do not impede anyone's freedom of movement or their opportunity to seek employment elsewhere.

We have:

- made our staff aware of the Modern Slavery Act, including definitions of slavery and human trafficking;
- informed our staff what to do if they suspect a case of slavery or human trafficking;
- commenced the audit of our suppliers and partners in potential high risk categories to check what assurance arrangements they have in place
- commenced a revision of our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and compliance with the legislation and
- reviewed our Whistleblowing policy

This statement is designed to

- identify and assess potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- monitor potential risk areas in our business and supply chains
- provide adequate protection for whistle blowers

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Note: Additional information is available in the Anti- Slavery and Human Trafficking policy - **Ref HR/00048-AS**

Signed on behalf of the Company:

Paul Blackaby CEO