



## **Modern Slavery and Human Trafficking Policy**

### **1. Purpose**

Jones Site Services and Installations Ltd ("the Company") is committed to preventing modern slavery and human trafficking in its business and supply chains. We operate with integrity, transparency, and respect for human rights and are committed to the highest ethical standards.

### **2. Scope**

This policy applies to all employees, contractors, agency workers, suppliers, and other business partners. It covers all Company operations, including supply chain practices.

### **3. What is Modern Slavery?**

Modern slavery includes:

- Human trafficking
- Forced labour
- Bonded labour
- Child labour
- Domestic servitude
- Any other form of exploitation in which people are forced to work against their will

### **4. Our Commitments**

We will:

- Not tolerate any form of modern slavery or human trafficking
- Assess risks of modern slavery in our supply chain and operations
- Engage only with suppliers and partners who uphold similar ethical standards
- Encourage openness and support whistleblowing related to concerns about modern slavery
- Take immediate action against anyone found to be in breach of this policy

### **5. Responsibilities**

- Management is responsible for ensuring this policy is implemented and followed.
- Employees must report any concerns related to modern slavery, either in the Company or its supply chain.

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- Suppliers and subcontractors must agree to adhere to this policy and provide transparency in their own practices.

#### **6. Due Diligence and Risk Assessment**

**We conduct appropriate checks and risk assessments when:**

- Onboarding new suppliers or subcontractors
- Operating in sectors or regions where slavery risks may be heightened  
We may request suppliers to complete modern slavery self-assessment questionnaires or audits.

#### **7. Training and Awareness**

**We will provide relevant staff with training on identifying and preventing modern slavery and promote awareness through internal communications and supplier engagement.**

#### **8. Breaches of this Policy**

**Any employee found to be involved in modern slavery will face disciplinary action, including possible dismissal. Suppliers or partners found in breach may have contracts terminated.**

#### **9. Review**

**This policy will be reviewed annually to ensure ongoing compliance with the Modern Slavery Act 2015 and reflect any changes in our business or supply chain.**