

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY	
Date to be implemented from:	October 2023
Date to be reviewed by:	October 2024
Version No:	V2
Lead responsibility:	Operations Manager

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

J3M Construction Training Limited recognise that modern slavery and human trafficking is a violation of fundamental human rights and is contrary to the Modern Slavery Act 2015 (the “Act”)

J3M Construction Training Limited take a zero-tolerance approach to non-compliance with this policy and will not tolerate any slavery or human trafficking in any part of its business or in any part of its supply chain. This policy applies to all of J3M Construction Training Limited, its Directors and Employees, whether permanent or temporary. It also applies to J3M Construction Training Limited supply chain, which must ensure that both its business and that of its supply chain worldwide comply with this policy.

J3M Construction Training Limited will take steps to ensure that modern slavery and human trafficking are not taking place in its own business or with any of its supply chain. This will be achieved by ensuring that:

- Suppliers must comply and act in accordance with this policy. Its strategic and preferred supplier base must be accredited to an Achilles third party scheme. Modern Slavery compliance is covered in this. All other suppliers must have submitted a pre-qualification document, which also covers the act.
- All recruitment is carried out in a fair and transparent manner and will comply with relevant legislation and standards.
- The requirements and expectations made of the supply chain in relation to the act will be clearly communicated and included within contractual terms.
- Suppliers will be expected to comply with the Immigration, Asylum and Nationality Act 2006.
- J3M Construction Training Limited will take a partnership approach with regards to working with its suppliers to combat the threat of modern slavery and human trafficking across its sector and all the industries in which it operates.
- J3M Construction Training Limited will train appropriate staff to understand the risks and issues surrounding modern slavery and human trafficking, how to identify it and appropriate measures to prevent it.

Every J3M Construction Training Limited employee has an individual responsibility to ensure compliance with this policy, including being alert to the risk of such unlawful practices.

Any concerns must be reported to J3M Construction Training Limited using the office telephone number 01455 557336.

J3M Construction Training Limited considers a breach of this policy as a serious offence. Any violation of this policy of the act by an employee will result in disciplinary action, up to and including dismissal in appropriate circumstances. In addition, J3M Construction Training Limited will notify the relevant authorities of an individual or suppliers contravention of the act

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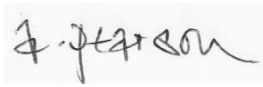
This policy will be reviewed annually to ensure that it reflects current legislation and regulations.

Date to be implemented from: 1st October 2023

Date to be reviewed by: 1st October 2024

Print Name - Abigail Pearson

Signature

A handwritten signature in black ink, appearing to read "A. Pearson", is written on a light-colored rectangular background.