

## Annual Slavery and Human Trafficking Statement

### Introduction

This annual Slavery and Human Trafficking Statement provides information to supplement our Modern Slavery and Trafficking policy. In this statement we set out the steps we have taken during the financial year to ensure that slavery and human trafficking is not taking place in our supply chains, or in any part of our own business. We include details of our activities, supply chains and the actions we have taken and are taking to ensure that modern slavery is not deliberately or inadvertently supported by us. The content of our modern slavery statement will evolve over time, to demonstrate a year-on-year improvement outlining practical progress on how we are tackling the risks and incidence of modern slavery in our operations and supply chains.

### Statement of Commitment

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. This policy applies to all persons who act on our behalf in any capacity, including employees at all levels: directors, consultants, contractors, agency workers, volunteers, interns, business partners and our supply chain.

### Our Business Structure, Business and Supply Chain

Jackson Lift Group is a privately-owned family company providing lift engineering services to a wide variety of client. We are committed to ensuring that services provided and goods purchased are delivered and manufactured using fair and safe working conditions and sustainable business practises. To demonstrate this responsibility, we value and strive for long term partnerships with our suppliers and monitor to ensure continuous improvement in alignment with the high standards we aim to deliver.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our Supplier Assessment process includes questions regarding forced labour, where all suppliers are required to demonstrate that they do not use forced labour, whether in the form of prison, indentured, slave, bonded or any other form of compulsory labour.

We require our suppliers to comply with all applicable laws and regulations relating to the manufacture, import, export and sale of goods and can provide Jackson Lift Group upon request certificates or other written evidence of compliance with said laws and regulations.

This policy applies to all persons working for the Jackson Lift Group or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

## **Policies and Responsibility**

The following policies help us to identify and prevent modern slavery in our organisation:

- Supplier/Subcontractor Accreditation Process
- Anti Bribery Policy
- Safeguarding Children and Vulnerable Adults
- Modern Slavery
- Whistleblowing

## **Control Measures**

Risk: Using a supplier who is in breach of The Modern Slavery Act.

Controls

- All suppliers must sign a declaration to work in line with The Modern Slavery Act and provide a copy of their modern slavery policy
- We carry out visits to the factories of our largest suppliers

Risk: Using a subcontractor that exploits their workers

Controls

- All subcontractors must sign a declaration to work in line with The Modern Slavery Act and that they pay their workers at least national living wage
- Once on site, audits and inspections are carried out

## **Due Diligence**

Jackson Lifts undertakes a range of activities to ensure that there is no slavery and human trafficking in the business and supply chain.

Before being set up on the system, all suppliers and subcontractors must complete a pre-approval assessment form. The form will include a declaration to state that they work in line with The Modern Slavery Act and they must provide evidence of this. Any company that can not provide this information will be written to and told that they will not be put on the approved suppliers list until this can be evidenced.

Jacksons supplier/subcontractor accreditation process lists in detail the steps to follow. If the business is not certified by UKAS accredited organisation for any ISO certification then Jackson Lift Group or an approved third party assessor will carry out an audit, to ensure the processes and procedures to verify that safe working practices are adhered to.

## **Training and Raising Awareness of Modern Slavery and Human Trafficking Issues**

The following training has been provided within our business to staff this year:

'friendly, local service...**nationwide**'

- The Human Resource team hold CIPD level qualifications which are now completed.
- The expanded Human resources team are undertaking various levels of the CIPD qualification, which includes modules covering Modern Slavery.
- Part of our annual ISO review is to review the accreditation process annually.
- We carry out any site or supply chain visits if any issues arise.
- We have developed a tool box talk that covers Modern Slavery and Human Trafficking.
- Regular updates via our intranet portal of any changes in the law, all employees have access to this.
- The Induction process for all new employees includes a segment on Modern Slavery.
- During a new employees induction employees are given a copy of this statement along with supporting policies.
- The Organisation has implemented Slavery Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regards to the Organisation's obligations.
- Ensure all policies are reviewed and cross referenced.

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Signature:



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