



## **ANTI-SLAVERY and HUMAN TRAFFICKING STATEMENT**

J.P. Flynn Construction Ltd. recognises and welcomes the Modern Slavery Act 2015. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they will act upon them.

Slavery is illegal and a violation of human rights. There are many forms of Modern Slavery including; forced labour, child labour, exploitation, being controlled by an employer, debt bondage, being physically constrained, being sold or treated as a commodity and having restrictions on freedom of movement. These acts involve a person losing their freedom by being exploited by another for personal or commercial gain.

This company expects our contractors and suppliers to uphold high standards in all business practices; as part of the contracting processes, we include prohibitions against the use of staff sourced from forced, compulsory or trafficked labour, anyone held in slavery or servitude. We expect their suppliers to hold these high standards.

Being a small company based in Kent, specialising in kerbing and paving projects for several major clients, operating throughout the South East, South West, London and into the Midlands. We are committed to act ethically, being open and honest in our business relationships and to implement effective systems and procedures to ensure that slavery and human trafficking does not take place anywhere in our business or supply chain.

The Company will achieve these aims by our initiative and following measures:

- Insuring and maintaining a zero tolerance policy to slavery and human trafficking, expecting all those in our supply chain to comply with our values.
- Provide training for our workers on identifying potential unethical conduct.
- Encourage the reporting of concerns and the protection of whistle blowers.
- We shall not knowingly support or deal with any business involved in slavery or human trafficking.
- Continually audit and review our policies and practices.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy, in addition, all employees are responsible for the prevention, detection and reporting of Modern Slavery in any part of our business or supply chains is. Employees are required to avoid any activity that might lead to a breach of this policy, and the Modern Slavery Act 2015.

This Policy Statement is made in accordance with Section 54 (1) of the Modern Slavery act 2015 and shall be reviewed annually by the Directors.

Signed

Date 03/01/2024



**John Flynn, Director**

<b>Document Record</b>		
Rev	Changes	Date
1	Original	2 <sup>nd</sup> January 2020
2	Annual Review	2 <sup>nd</sup> January 2021
3	Annual Review	3 <sup>rd</sup> January 2022
4	Annual Review	3 <sup>rd</sup> January 2023
5	Annual Review	2 <sup>nd</sup> January 2024