



JAMES KING (PLANT) LIMITED

MODERN DAY SLAVERY ACT 2015 POLICY STATEMENT

Introduction

James King (Plant) Ltd. recognises that slavery and human trafficking remains a hidden blight on our global society. 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 are expected to act upon them.

About Our Company

We operate in the construction sector, carrying out earthworks and plant hire from small to large contracts.
We operate solely throughout the UK

Our Supply Chain

Our supply chain includes the use of labour agencies to supply operators of plant on various sites

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):-

- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work in the UK.
- We encourage the reporting of concerns and the protection of whistle blowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values.

Due Diligence Process for Monitoring For Slavery and human Trafficking

As part of our initiative to identify and mitigate risk –

- Government checking procedure on all new staff who join our company
- Use of labour monitoring and payroll systems
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement.

For transparency the company will publish the Modern Day Slavery & Trafficking Act 2015 Policy Statement on its website for the public, consumers & employees to view.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply to our values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we publish our policy in our employee handbook.

To ensure managerial staff are compliant in identifying the signs of modern slavery and human trafficking internet learning modules are consulted.

<http://modernslavery.learningpool.com/#/>

This policy applies to all those employed by James King (Plant) Limited and will be made available to all interested parties within 30 days of a written request.

Date: 9th January 2023

Signed:



Sam King
Managing Director