



Anti-Slavery Policy and Procedure

Policy Statement

Johnston Vulcanising and Services Ltd. is committed to ensuring that modern slavery and human trafficking do not take place within our business or our supply chains. This policy complies with the Modern Slavery Act 2015 and applies to all individuals working for us or on our behalf in any capacity, including employees, directors, contractors, suppliers, and business partners.

Scope

This policy applies to all operations within Johnston Vulcanising and Services Ltd., including our quarrying and vulcanising activities, construction projects, sites, and offices in the UK. It also extends to all suppliers, contractors, and other business partners.

Responsibilities

- **Senior Management:** Ensure overall compliance with the Modern Slavery Act 2015, providing resources and support for the implementation of this policy.
- **Managers and Supervisors:** Implement and enforce this policy within their areas of responsibility, ensuring that staff and contractors are aware of and adhere to it.
- **All Employees and Contractors:** Comply with this policy, report any concerns, and participate in relevant training and awareness programs.

Procedures

1. **Risk Assessment and Due Diligence**
 - Conduct regular risk assessments to identify areas of the business and supply chains where there is a risk of modern slavery.
 - Implement due diligence procedures for new and existing suppliers, contractors, and business partners to ensure they comply with anti-slavery laws and standards.
2. **Supplier Code of Conduct**
 - Develop and communicate a Supplier Code of Conduct that outlines the requirements and expectations regarding anti-slavery practices.
 - Include anti-slavery clauses in all contracts with suppliers and contractors.
3. **Training and Awareness**
 - Provide training for all employees, especially those in procurement, HR, and site management, on the risks of modern slavery and how to identify and report potential issues.
 - Raise awareness among staff and contractors through regular communications and updates on the importance of combating modern slavery.
4. **Reporting and Whistleblowing**
 - Establish a confidential reporting mechanism for employees and contractors to report concerns about modern slavery or human trafficking.



- Ensure that all reports are investigated promptly and thoroughly, with appropriate action taken where necessary.

5. Monitoring and Review

- Regularly monitor and review the effectiveness of this policy and the procedures in place to combat modern slavery.
- Update the policy and procedures as needed to ensure ongoing compliance with the Modern Slavery Act 2015 and best practices.

Commitment

Johnston Vulcanising and Services Ltd. is committed to upholding human rights and will not tolerate any form of modern slavery or human trafficking within our operations or supply chains. We expect all employees, contractors, suppliers, and business partners to share this commitment and act accordingly.

Contact

For any questions or concerns about this policy, please contact Aaron Johnston by e-mail Aaron@jvsuk.co.uk or call 07495 376466

Signed on behalf of Johnston Vulcanising and Services Ltd.

Name: A Johnston position in the company:

C.E.O Signature: Date: 24th March 2024