

## SLAVERY AND HUMAN TRAFFICKING STATEMENT

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All staff are expected to report concerns and management are expected to act upon them.

LJJ Limited is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy 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.

As part of our initiative to identify and mitigate risk we will:

- Where possible build long standing relationships with local suppliers and clients and make it clear our expectations of business behaviour.
- With regards to national supply chains, our point of contact is with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us and every other participant in the chain to have a direct relationship with all links to the field.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

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

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of audits by Area Managers and Business Development Managers.
- 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.
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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

The named person below has overall responsibility for dealing with all issues relating to this Slavery and Human Trafficking policy statement and will periodically review the statement in accordance with the relevant provisions.

Name: Ian R. Rennison Position: Managing Director

Signed:  Date: January 2018