



## Modern Slavery Statement

At James Briggs we embrace principles supportive of equal treatment without discrimination and with the protection of employment law for all staff. We treat all staff equally: without discrimination and with respect for their human rights and have a zero tolerance approach to slavery and human trafficking.

### Organisation structure

We are a provider of consumer chemicals across a diverse range of businesses. The company is based in the UK and has two manufacturing facilities, both based in Greater Manchester. Our operations are mainly with UK business and some overseas markets. Our supply chains are located predominantly in the UK and EU with two suppliers in the Far East (China and Korea).

We are committed to preventing acts of slavery and human trafficking from occurring within both our business and supply chain.

In particular:-

- We bear the full costs of recruitment and do not charge staff fees for hiring, placing or promoting them.
- We provide written statements of terms and conditions of employment to all staff as required by law. These documents explain everything in a clear and transparent way.
- We support the right to seek, obtain and hold employment without discrimination and with complete respect for dignity.
- We do not coerce anyone to work for us. When you choose to work for us you do so voluntarily.
- Employees must prove their entitlement to work in the UK. However, we do not hold or retain original passports, identity documents or residency papers.
- Everyone is paid regularly, in accordance with their terms and conditions. We provide a written summary of pay and deductions (pay slip) on every occasion.
- Everyone has the right to join or not join a trade union at their complete discretion.
- We provide safe and decent working conditions with suitable training as necessary. Our operations comply with or exceed statutory health and safety standards.
- We provide formal grievance provisions through which staff are free to lodge a work related complaint or raise a matter of concern.
- We do not impede anyone's freedom of movement or their opportunity to seek employment elsewhere.

We have:

- made our staff aware of the Modern Slavery Act, including definitions of slavery and human trafficking;
- informed our staff what to do if they suspect a case of slavery or human trafficking;
- implemented the process of notifying our supply chain of our Modern Slavery statement and the company's zero tolerance approach to modern slavery and human trafficking; and
- commenced the audit of our suppliers and partners in potential high risk categories to check what assurance arrangements they have in place

We will introduce regular process controls to:

- review our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and compliance with the legislation and
- review our policies to ensure compliance with legislation i.e. recruitment, whistleblowing, purchasing, and HR policies
- identify and assess potential risk areas in our supply chain
- monitor potential risk areas in our supply chain to mitigate the risk of slavery and human trafficking occurring



This statement is designed to

- identify and assess potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- monitor potential risk areas in our business and supply chains
- provide adequate protection for whistle blowers

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Our Modern - Slavery and Human Trafficking policy demonstrates 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.

Additional information is available in the Modern - Slavery and Human Trafficking policy - **Ref HR/00048-AS**

Signed on behalf of the Company:

A handwritten signature in black ink, appearing to read 'P. Blackaby', written over a horizontal line.

Paul Blackaby CEO

To download the Modern Slavery Policy please click [here](#).