

Modern Slavery and human trafficking Policy

1. Introduction and Policy Statement

The Modern Slavery Act 2015 mandates that Jones & Whitehead Ltd prepares a slavery and human trafficking statement each financial year.

Modern slavery and human trafficking in all their various forms and guises are a crime in the UK and much of the world. They are a violation of fundamental human rights.

Jones & Whitehead Ltd will not tolerate or condone slavery or human trafficking in any part of our organisation. We have a zero-tolerance approach to modern slavery and human trafficking and are totally committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect this.

2. Our Business

The nature of our business and our recruitment policies and processes are such that we are at low risk of being affected by slavery and human trafficking within our internal organisation. We are satisfied through our management controls, including internal audits, that there is no evidence of any modern slavery or human trafficking within our own operations.

Jones & Whitehead Ltd is committed to taking practical steps to educate staff to be alert and responsive to signs that any person who comes into contact with our business, particularly casual employees we encounter on various sites, could be a victim of slavery or human trafficking. We have systems in place for individuals to report concerns, anonymously if preferred, and to protect whistle-blowers.

3. Responsibility for the Policy

The Directors and senior management team at Jones & Whitehead Ltd have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all persons working for us or on our behalf comply with it. The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

4. Commitment

Jones & Whitehead Ltd. Has four main wholesalers which are UK based. We do not trade directly with any companies based in the highest risk countries*. Our major suppliers and sub-contractors are required to complete a Questionnaire and provide a copy of their Modern Slavery and Human Trafficking Policy where applicable. Jones & Whitehead Ltd would not knowingly support or deal with any business involved in slavery or human trafficking in any form.

- Internally, our Policy Statement is available to all employees our main office and stores in Tregarth.
- All employees are expected to read and understand this policy.
- All employees have received a Toolbox Talk on Modern Slavery and its reporting.

5. Compliance

All persons working for us in any capacity must:


- Read, understand and comply with this policy, and avoid any activity that might lead to, or suggest, a breach of this policy.
- Notify their immediate manager as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future. We have systems in place for individuals to report concerns, anonymously if preferred, and to protect whistleblowers.

6. Ongoing Review

Jones & Whitehead Ltd will review both its supply chain and internal operations on an ongoing basis to check compliance with the above policy, and to check that our policy is being implemented effectively.

The Directors and senior management team will review the Company's Statement in response to any major business, organisational or legislative changes or as a result of any breach or concern regarding modern slavery.

Reviewed:.....31/08/2019..... Next Review:.....31/08/2021.....

Signed: 
Mr I. B. Jones – Director

Date:31/08/2019.....

* Source- www.globalsslaveryindex.org