

The Modern Slavery Act 2015

Statement of Jos Richardson & Son Limited and group companies pursuant to the Modern Slavery Act 2015

The Modern Slavery Act 2015 came into effect on the 29th October 2015. This law requires manufacturers and retailers doing business in the UK which supply goods or services and have an annual turnover exceeding £36 million to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business.

This statement will be made available on the company website, www.josrichardson.co.uk, for all who engage with Jos Richardson and Son Ltd and group companies, whether in employment or in business so that those parties may acquaint themselves with the contents.

Our Business

The companies are dedicated to providing their employees with a positive working environment which complies with the requirements of all applicable legislation including human rights, anti-discrimination and fundamental rights at work.

Our Policies

Integrity underpins our core values and this means we will conduct our business lawfully and ethically. In accordance with this commitment we will respect human rights in our business operations and business relationships. The companies will not knowingly support or deal with any business which is involved in slavery or human trafficking.

Our main protection against slavery is to ensure that all business activity complies with minimum wage legislation and that our internal recruitment processes are transparent and regularly reviewed. We have robust procedures for vetting new employees, ensuring that we are able to confirm their identity and right to work in the UK.

We will quickly and thoroughly investigate any claim or indication that any area of our business or supply chains are engaging in human trafficking or slave labour. Any instances of non-compliance of which the companies are aware will be assessed on a case-by-case basis. Remedial action will be taken and tailored to suit the circumstances.

This statement is made pursuant to section 54(1) of the modern Slavery Act 2015 and constitutes our slavery and human trafficking statement in respect of the financial year ended 31st March 2019.

1 April 2019

Signed by Karen Marshall, Director

On behalf of the Directors of Jos Richardson & Son Limited

Group companies includes Areopagus Limited and Spensound Limited