



Introduction

Jamieson Contracting Limited (JCL) is committed to upholding the highest ethical standards and ensuring that modern slavery and human trafficking do not exist in any part of our business or supply chain. Modern slavery is a crime and a violation of fundamental human rights, and we are dedicated to working responsibly and collaboratively to eliminate these practices.

This statement outlines the steps we take to prevent modern slavery in our business operations and supply chain, consistent with the Modern Slavery Act 2015.

Our Commitment

JCL has a zero-tolerance approach to modern slavery. Our Modern Slavery Policy forms part of our company's ethos, ensuring transparency and ethical conduct in all business dealings. This policy applies to all employees, contractors, suppliers, and partners working on behalf of JCL.

Our Structure and Supply Chain

JCL is a multi-disciplinary construction and engineering company delivering projects across public and private sectors nationwide. We work with a diverse supply chain, including subcontractors, materials providers, and consultants. Our Supplier Code of Conduct integrates anti-slavery principles and emphasizes compliance with ethical practices throughout all tiers of our supply chain.

Governance and Responsibility

The Board of Directors at JCL holds overall responsibility for ensuring compliance with our Modern Slavery Policy and related processes. This includes reviewing and enhancing our risk management practices and due diligence frameworks to identify and mitigate modern slavery risks.

Due Diligence and Risk Assessment

We take proactive steps to address modern slavery risks, including:

- Conducting pre-qualification checks and ensuring all suppliers align with our ethical standards.
- Requiring contractual commitments from suppliers to adhere to anti-slavery practices.
- Monitoring supply chain activities and conducting risk assessments to address potential vulnerabilities.
- Providing clear mechanisms for reporting concerns through our whistleblowing policy.

Training and Awareness

Modern slavery awareness training is a critical component of our strategy. All JCL



employees receive training during their induction, which includes recognizing indicators of modern slavery and understanding reporting procedures. Toolbox talks and refresher training are conducted regularly, emphasizing our commitment to maintaining a vigilant workforce.

BPSS Compliance

All JCL employees undergo Baseline Personnel Security Standard (BPSS) checks during their induction process, ensuring we uphold rigorous recruitment standards and prevent the exploitation of vulnerable individuals.

Achievements and Next Steps

In the past year, JCL has:

- Strengthened its supplier engagement processes by embedding anti-slavery requirements in supplier contracts and pre-qualification questionnaires.
- Enhanced awareness through targeted training initiatives for site operatives and management.
- Increased monitoring of high-risk supply chain activities, focusing on labour-intensive subcontracted work.

Looking ahead, JCL will:

- Introduce enhanced audits and reporting mechanisms for supply chain partners.
- Collaborate with industry groups to share best practices and develop improved strategies for addressing modern slavery.
- Expand training programs to include updated guidance and technologies for identifying and mitigating risks.

Reporting and Support Mechanisms

JCL is committed to providing a safe environment for raising concerns. Our whistleblowing policy enables employees and supply chain partners to report any suspicious activities or breaches of policy without fear of retaliation. All reports are investigated thoroughly, and appropriate actions are taken to address identified risks.

Approval

This statement has been reviewed and approved by the Board of Directors. It reflects our commitment to preventing modern slavery and human trafficking in our operations for the financial year ending 2023. Signed,

Chris Jamieson, Managing Director

Date: 03/01/2025