

## MODERN DAY SLAVERY ACT 2025 POLICY STATEMENT

HS Jackson & Son (Fencing) Ltd recognises that slavery and human trafficking remains a hidden blight on our global society.

Company activities are principally the design, manufacture and installation of fencing and gates, and the installation and maintenance of automated gate, barriers and access control systems.

In the year ended September 2024 the company derived more than 90% of its revenue from sales within the UK. Of the balance, over 80% was to member countries of the European Economic Community.

The aim of the Company is to identify our responsibility in helping to eliminate slavery and human trafficking by alerting staff to the risks in our business and in the wider supply chain.

Staff are expected and encouraged to report matters of concern to management, who are expected to act upon them.

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business. Our Modern Day Slavery Policy Statement is a further reflection of our commitment to acting ethically and with integrity in all our business relationships.

Formal procedures concerning slavery and human trafficking have been established and communicated as necessary.

These ensure that the policy is understood and communicated to all levels of the company, and that it will be regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways.

- The vetting and investigation of our supply chain (sub-contractors, suppliers etc.).
- Continue to rigorously check that all employees are paid at least the minimum wage and have the right to work in the UK.
- We encourage the reporting of concerns and the protection of whistle blowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

The Finance Director has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation (at least annually) and additionally whenever there are relevant changes in legislation or to our working practices.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for 2025.

Signed on behalf of HS Jackson & Son (Fencing) Ltd.



Neil Jordan, Director

February 2025