



Modern Slavery Policy Statement

1. Introduction

1.1. This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps JG Bricklaying Ltd. has taken to ensure that slavery and human trafficking are not taking place in our supply chains or any part of our business.

1.2. We recognize that modern slavery is a grave issue that affects millions of people worldwide. As part of our commitment to ethical business practices, we strive to ensure that our operations and supply chains are free from any form of modern slavery, forced labour, human trafficking, or exploitation.

2. General Statement

2.1. The construction industry supply chain is one of the most complicated of any industry. There can be many levels of suppliers between JG Bricklaying Ltd. and the source of raw materials that enter the manufacturing process.

2.2. The breadth and depth of the supply chain make it challenging to effectively manage business and sustainability issues. Respecting human rights and environmental issues in the supply chain is ultimately our suppliers' responsibility. As customers, however, we play an active role in supplier development and have adopted various means to clearly communicate our expectations to our suppliers.

2.3. Internally, we have adopted a Corporate Responsibility Policy to address workplace issues such as working hours, child labour, forced labour, non-discrimination, freedom of association, health and safety, and environmental protection. This policy applies to our own operations, and we encourage businesses throughout our supply chain to adopt and enforce similar policies in their own operations. Furthermore, we seek to identify and do business with companies that have aligned standards consistent with our own policies. We are committed to the continuous improvement of this policy by putting into practice the ideas and strategic principles set out in this statement. This will require coordination, cooperation, and consultation between all parties to achieve these objectives.

2.4. The attention of all employees and contractors is directed to this policy. Any revisions will be incorporated when necessary, and these will also be brought to the attention of all personnel.

3. Modern Slavery Commitment

3.1. At JG Bricklaying Ltd., we are committed to preventing modern slavery and human trafficking within our operations and supply chains. We expect all our suppliers, contractors, and business partners to adhere to our ethical standards and comply with all relevant laws and regulations regarding modern slavery.

3.2. Our commitment extends to ensuring that there are no instances of modern slavery, forced labor, or human trafficking in any part of our business or supply chain. We will actively engage with our suppliers to ensure they understand and comply with our expectations.

4. Organisation Representative(s)

4.1. The responsibility for overseeing compliance with this policy lies with our designated Modern Slavery Officer(s), who will:

- Ensure the implementation of the policy across all operations.
- Monitor and assess the effectiveness of our modern slavery risk management processes.
- Report any concerns or violations to senior management and take appropriate corrective actions.

4.2. This individual/these individuals are also responsible for providing support to employees, contractors, and suppliers who have questions or concerns about the policy.

5. Standards for Suppliers

5.1. JG Bricklaying Ltd. requires all suppliers, contractors, and business partners to comply with our Modern Slavery Policy. We expect suppliers to:

- Ensure that their operations are free from any form of slavery, human trafficking, or forced labour.
- Implement fair and transparent labour practices and adhere to ethical recruitment standards.
- Regularly assess and mitigate risks related to modern slavery within their operations and supply chains.

5.2. Suppliers found to be in breach of these standards will be subject to a review, and we may take action, including terminating business relationships if non-compliance is identified.

6. Involvement and Engagement from the Workforce

6.1. We believe that combating modern slavery is a shared responsibility, and we are committed to engaging all employees and contractors in identifying and addressing potential risks of modern slavery.

6.2. Employees are encouraged to report any concerns or suspicions of modern slavery through designated channels such as a confidential whistleblowing service, email, or direct contact with the Modern Slavery Officer(s).

6.3. We will ensure that all employees and contractors are aware of this policy and understand their role in upholding our commitment to combat modern slavery.

7. Training Your Workforce

7.1. JG Bricklaying Ltd. will provide training to all employees on the risks of modern slavery and human trafficking and how to identify and report any concerns.

7.2. Training will cover:

- The signs of modern slavery and human trafficking.
- How to report suspicions or concerns.
- The company's expectations and legal obligations under the Modern Slavery Act.

7.3. Training will be provided to new employees and contractors as part of their induction, and all employees will receive refresher training periodically.

8. Procedures on Modern Slavery

8.1. JG Bricklaying Ltd. has established clear procedures to follow if modern slavery or human trafficking is suspected or detected. These procedures include:

- **Reporting:** Employees, suppliers, and stakeholders can report concerns of modern slavery confidentially to the Modern Slavery Officer(s) via a dedicated hotline or email.
- **Investigation:** All reported incidents will be thoroughly investigated, and appropriate action will be taken to address any violations. This may involve working with legal authorities where necessary.
- **Corrective Actions:** If modern slavery is identified in our supply chain or operations, immediate corrective actions will be implemented. This may include suspending relationships with non-compliant suppliers and providing support to any affected individuals.

8.2. All cases of suspected modern slavery will be handled with the utmost urgency, ensuring compliance with all relevant laws and safeguarding the welfare of any individuals involved.

9. Review and Improvement

9.1. This statement will be reviewed and updated annually or as necessary to reflect changes in legislation, business operations, or supply chain developments. Any revisions will be communicated to all relevant stakeholders.

9.2. We are committed to continuously improving our practices and working together with our suppliers, employees, and contractors to reduce the risk of modern slavery and promote ethical business practices.

Signed:

Dated: 15.03.2025



Mr. Daniel Brain – Contracts Director