

Modern Slavery Statement

As a company Jackson are committed to understanding and minimising the risks of modern day slavery. This Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31st December 2018 and outlines both the steps Jackson have taken so far and will take to ensure that slavery and human trafficking do not occur either within our own business or our supply chains.

Company Structure:

Jackson Civil Engineering Group Ltd, incorporating Jackson Civils Ltd and Jackson Frameworks Ltd, is a civil engineering contractor which operates throughout most of England and is part of One Group Construction Ltd. Our procurement activities take place in England our supply chain partners are predominantly UK and EU based.

Jackson's anti-slavery initiatives are fully supported by the board directors and senior management.

Company Policy:

As a company we are committed to ensuring that slavery and human trafficking does not take place within either our business or our supply chain. As part of our procurement process we have already identified potential high risk areas and we actively review the processes our supply chain partners have in place to tackle these issues.

As part of our selection process we ask subcontractors to confirm that they prohibit the use of any child or forced labour.

Where any higher risk material supply is identified additional checks are carried out to ensure the supplier has the relevant policies and procedures in place. This can include checking that material is supplied in accordance with standards such as SA8000 and BES 6001.

As part of our initiative we already have in place a Corporate Responsibility and Sustainability Policy as well as a Social Accountability Policy which reinforce our commitment to both employees and personnel within our supply chain. Our Whistleblowing Policy also ensures that any breaches to our policies and procedures, as well as any suspected cases of forced labour, can be reported in confidence.

Our approach so far:

We continue to provide material on the subject of Modern Day Slavery to all sites which includes confidential reporting lines specifically for suspected slavery in addition to our existing policies. Employees are encouraged to use either method of reporting if they have any concerns.

Our Deep Dive Audits mean that members of senior management are regularly on site talking to the workforce including both directly employed and subcontracted.

During 2018 we became a partner of the Supply Chain Sustainability School and have encouraged our supply chain to become members. We will actively encourage individuals to use the resources available through the School.

What we will do next:

We will continue to review the steps we have already taken and monitor their effectiveness.

We plan to increase awareness further by enhancing our induction process at both company and site level and providing materials such as posters, tool box talks and bulletins to both our sites and our supply chain.

We will continue to ensure that our supply chain is aware of the risks of Modern Day Slavery and will adapt our Subcontractor Questionnaire accordingly. We will ensure that subcontractors are asked to confirm that they comply with the Act and provide a link to their statement where applicable. Where they are not required to comply we will ask them to provide details of what they are doing to minimise the risk of modern slavery in their businesses.

Specific Objectives and Targets related to the prevention of Modern Slavery are included in the Sustainability Plan which will continue to provide visibility of the issue to board level and ensure actions are completed on time.

A handwritten signature in blue ink, appearing to read "B. Crofton", with a long horizontal stroke extending to the right.

Brian Crofton, Managing Director

February 2019