

# 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 31<sup>st</sup> December 2021 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 led by the board directors and senior management.

## Company Policy:

Our Modern Slavery Policy can be found in CP 301.21 Sustainability Code – People

## Risk Assessment:

We have assessed and identified the high risk areas within our business and supply chain and have developed and action plan to address these. This includes using only approved supply chain partners and standardised sourcing of high risk materials from Supply Chain with SA8000 certification or similar.

## Our approach this year:

Following on from the work in previous years we have continued to provide material on the subject of Modern Day Slavery to all sites which includes the new 'Stronger Together, campaign and SOS hand signal poster.

We have also developed an internal SharePoint page to disseminate resources related to Modern Slavery to all Jackson employees. This includes videos that can be shared with our supply chain.

A questionnaire was sent to key supply chain partners to understand how they are managing the risk of modern slavery and ensure that they are conforming to our requirements.

We also updated our subcontract, plant and materials order standard clauses to ensure supply chain compliance with legal and Jackson requirements.

In 2021 Jackson signed up to the GLAA Construction Protocol as well as the People Matter Charter to further show our commitment to tackling modern slavery.

**What we will do next:**

During 2022 we will continue to review the steps we have already taken and monitor their effectiveness and we will add modern slavery to the monthly QHSE inspections to monitor compliance.

We will ensure that every new starter completes the Modern Slavery Awareness training. In addition to this we will develop a mechanism to review continued understanding for all employees who have completed the original self-directed learning module.

We will use the guidance provided in the People Matter Charter to develop our approach and we will also continue work to increase awareness further amongst our employees and supply chain using resources available to us through the Supply Chain Sustainability School.

I, Brian Crofton, hereby certify that the information provided in this slavery and human trafficking statement is accurate and has been approved by the board of directors of Jackson Civil Engineering Group Ltd on 3<sup>rd</sup> February 2022.



Brian Crofton, Managing Director

February 2022