

# 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 2024 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 an 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:

In 2024, we enrolled on the Modern Slavery learning pathways and completed this as planned. We also continued to ensure that all new starters to the company complete our internal self-directed learning training module to reinforce their understanding of the risks of Modern Slavery in the construction industry and awareness of what to do if they believe they have spotted potential signs.

We also reviewed and updated both our internal SharePoint page and our Supply Chain page with additional resources where applicable and reviewed our internal policies to ensure they remained appropriate.

As a company we also had awareness of a collaborative modern slavery special interest group formed by one of our key clients and monitored any outputs from this group.

A in previous years we continued to monitor any high-risk sectors within our supply chain and ensure appropriate actions were taken if required.

**What we will do next:**

In 2025 we will continue to seek out any industry best practice and learn from this, making any internal improvements as required.

We will also be looking at potential improvements to processes for checking right to work and whether a new software system could aid with this.

During the year we will review our current self-directed learning module and the resources linked to it so that it captures current practices and guidance. We will then ensure that employees retake the refreshed module in line with our company training schedule.

Finally, we also commit to reviewing our policies to ensure they are still compliant and fit for purpose.

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 12<sup>th</sup> March 2025.



Brian Crofton, Managing Director

April 2025