

Modern Slavery Act 2015

Modern slavery and human trafficking statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

It is estimated that there are currently anywhere between 22 and 65 million people in Modern Slavery worldwide, with 10000 to 13000 of those in the United Kingdom. We are committed to improving our practices to help combat slavery and human trafficking wherever we can.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Wilson James Limited's slavery and human trafficking statement for the financial year ending July 2021.

We are a provider of Security and Business Logistics services working in many different sectors.

The following is a brief description of our undertakings which are carried out by our staff of 6000+ people and applies to operational sites in all countries of the United Kingdom as well as the Republic of Ireland.

Wilson James Security protects assets, people and reputations through the provision of bespoke security solutions. We help our clients address their security needs through the delivery of manned guarding, stewarding, search and screen, CCTV and technological devices which can be deployed to provide remote assistance and monitoring.

Our consultative approach combines security skills and experience with qualifications in areas such as risk management, customer service, fire and first aid

Wilson James Construction Logistics provides solutions and support services throughout the construction process; from the planning and pre-construction phases of a project through to completion.

We understand that every project, site and operation provides a unique logistics challenge which requires a solution to meet its specific needs. Our flexible approach enables us to combine the expertise of different logistics management fields such as transport, storage, vertical and horizontal material movement and people flow.

Wilson James experts design, plan and deliver a bespoke logistics solution which matches client needs and allows its team the freedom to concentrate on their core project objectives.

We have an annual turnover in excess of £15m.

Our supply chains

Our supply chains include:

- Supply of uniforms and other garments from the South East Asia and central European republics.
- Purchase and hire of small and large plant equipment (e.g. pumps, heaters, material handling equipment).
- Purchase of site enabling materials such as signage, barriers, welfare consumables, temporary accommodation and vehicles
- IT equipment and services to support operational and support functions

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place a designated Modern Slavery and Human Trafficking Policy – G20 Anti-Slavery Policy.

Our Modern Slavery and Human Trafficking Policy demonstrates our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we:

- Identify and assess potential risk areas in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.
- Deploy comprehensive staff screening and right to work checks before deployment.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

The programme includes a declaration for compliance with the Act on the original Sourcing documents, a programme of audits for those suppliers who may be working in high risk areas and clauses included in contracts and/or service level agreements issued to those suppliers deemed to be approved.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We will also require our business partners to provide training to their staff and suppliers and providers.

Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to continue following the steps listed below to combat slavery and human trafficking:

1. We will continue to engage with our supply chain to reduce the risk of any instances of modern slavery or human trafficking.
2. We will broaden Modern Slavery and Human trafficking training for all those in management positions.
3. We will ensure our staff members are aware of how to report suspected instances of modern slavery or human trafficking whether that is within any part of our business or supply chains or outside of the Wilson James

In addition to the above we will also research better ways to raise awareness of modern slavery, understand what KPI's can be introduced to help us monitor our effectiveness, regularly check our policies and procedures and try to establish and maintain strong working relationships with all our stakeholders to further mitigate any areas of risk.

A handwritten signature in black ink, appearing to read 'Darren Ward', with a horizontal line underneath.

DARREN WARD, PROCUREMENT DIRECTOR:

WILSON JAMES LIMITED

Date: 11-JAN-22