

James Armstrong & Co Limited

ANTI-SLAVERY STATEMENT

This statement is made pursuant to s.54 of the modern Slavery Act 2015 and sets out the steps that James Armstrong & Company has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. James Armstrong & Company is committed to acting ethically and with integrity and transparency in all business dealings.

OUR POLICIES AND PROCEDURES

As part of our commitment to ensuring that there is no modern slavery or human trafficking in its supply chains, we have the following internal policies to ensure that it is conducting business in an ethical and transparent manner:

Supply Chain

Our supplier approval process incorporates a review of controls undertaken by that supplier to ensure there is no evidence of slavery or human trafficking. The Company will not support or deal with any business involved in slavery or human trafficking.

Recruitment

We conduct robust checks on any new employee – including eligibility to work in the UK – to safeguard against human trafficking or individuals being forced to work against their will.

Employment

The Company is committed to complying with Minimum and Living Wage legislation.

Whistleblowing Policy

We have a whistleblowing policy and a confidential telephone contact so that all employees can raise any concerns that they might have without fear of reprisals.

APPROVAL OF THIS STATEMENT

This statement has been approved the Managing Director.



Simon Quinlan
Managing Director

Dated 1st November 2018