

JAYWING

MODERN SLAVERY ACT 2015

The Modern Slavery Act 2015 is concerned with matters of slavery and human trafficking and in particular addresses the wider issue of supply chain accountability. Below is Jaywing plc's statement for the year ended 31 March 2023.

Jaywing plc is a professional services organisation that has a number of subsidiary companies and operating divisions for financial reporting but operationally is managed as a single organisation. The CEO is responsible for our people and operational matters. In the following sections this document sets out our policy in relation to slavery and human trafficking matters.

Within our own business operations in the UK and Australia we mostly employ people into professional services roles with a professional services background. We have strict policies regarding age and working hours, we conduct ID verification and right to work checks for all and apply additional vetting checks for many that can include Disclosure and Barring Service and credit reports.

As the majority of our expenditure is essentially people cost, the greatest risk of slavery and human trafficking is in our supply chain, which is relatively small and limited to a few services.

Our supply chain

Within our supply chain, we use reputable firms for items such as computer hardware and software services, mobile phones, furniture, stationery, merchandise, cleaning and maintenance consumables and services, print production, etc. Furthermore, we ask our people to be vigilant when making purchases on expenses through knowledge of our policy.

As our supplier chain is relatively small and mostly limited to large organisations, we aim to keep ourselves updated of any companies suspected of modern slavery. If we discovered impropriety we would react as necessary.

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