



Modern Slavery Policy Statement

For Financial Year Ending 31st December 2016

Introduction from Chairman

Modern Slavery is an abhorrent and heinous violation of fundamental human rights. We have a zero-tolerance policy towards the forced labour and exploitation of others for personal or commercial gain of any description within our business or supply chains.

We are committed to acting ethically and with integrity in all our business dealings and relationships. We fully recognise our moral and legal responsibility to help prevent modern slavery and human trafficking from occurring.

As part of our planned actions, we will continue to keep under close review the effectiveness of our Modern Slavery Policy and the supporting processes and procedures to ensure they are fully implemented and effective.

This statement sets out the steps we have / are taking to identify, understand and address the risks of modern slavery and human trafficking in our businesses and supply chains.

Group Structure

The JRL Group is a privately-owned group consisting of 17 subsidiary operating companies (listed in appendix 1), operating in both the public and private sector providing subcontract services, construction contracting, support services in the UK and Ireland.

The Group head office is in Borehamwood and we employ circa 1,400 employees delivering an annual turnover of £288m.

We predominantly service our business activity from within the UK and EU and our supply chain consists of subcontractors, consultants, labour agencies, product and material suppliers, service providers, joint venture partners and clients – each and all will comply with our Modern Slavery Policy.

Responsibility

We have appointed our Group Finance Director as the key point of contact for any employee concerns relating to the Modern Slavery and Human Trafficking within our business and supply chains.

Relevant Policies

Modern Slavery Policy – Our policy reflects our commitment to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

During 2017 / 2018, as part of our planned actions, we will review our supporting procedures and policies such as Equality & Diversity, Dignity at Work, Competition, Whistleblowing, Anti Bribery, Employee and Supply Chain Code of Conduct to ensure that they support this Policy.

Due Diligence and Compliance

As part of our initiative to identify and mitigate risk, we have undertaken a risk assessment using our professional legal, risk and procurement teams to determine our risk exposure within the group businesses and supply chains.



Appendix 1

- J Reddington Limited
- JRL Plant and Logistics Limited
- London Tower Crane Hire & Sales limited
- Miller Piling Limited
- Thames Reinforcement Limited
- Midgard Limited
- Stair Master Limited
- UK Facades Limited
- Trent Precast Concrete Limited
- ARK Mechanical and Electrical Limited
- JRL Drylining
- JRL Environmental Limited
- JRL Civil Engineering Limited
- Midgard Design Services Limited
- Midgard City Limited
- Slip Structures Limited
- JRL Demolition Limited