

Modern Slavery Policy

Overview

Jeakins Weir Ltd. is committed to conducting business ethically, responsibly and with integrity. We operate a zero tolerance approach to modern slavery, human trafficking, forced labour and exploitation in all forms.

We recognise our responsibilities under the Modern Slavery Act 2015 and, although we fall below the statutory turnover threshold requiring a formal annual statement, we voluntarily adopt this policy as part of our wider commitment to responsible business practice.

We are committed to preventing modern slavery within our own operations and within our supply chain, and to promoting transparency and accountability throughout our business relationships.

Scope

This policy applies to all individuals working for or on behalf of Jeakins Weir Ltd., including employees, directors, agency workers, subcontractors, consultants and suppliers. Everyone representing the Company is expected to uphold the principles set out in this policy and to act with integrity in all business dealings.

Responsibilities

The Managing Director has overall responsibility for ensuring that this policy is implemented and maintained. Senior management are responsible for ensuring that appropriate procedures and controls are in place to identify and manage risks.

All employees share responsibility for remaining vigilant to indicators of modern slavery and for raising concerns where they arise. Preventing exploitation is a collective responsibility across the organisation.

Risk Awareness in Construction

We recognise that the construction and maintenance sector can present heightened risks of labour exploitation due to complex supply chains and the use of subcontracted labour. Particular areas of potential risk may include agency labour arrangements, labour only subcontracting, recruitment practices and right-to-work compliance.

Jeakins Weir Ltd. adopts a proportionate and risk based approach to managing these risks and expects the same standards from those with whom we work.

Due Diligence and Supply Chain Management

Our subcontractor due diligence arrangements include assessing the nature of goods and services supplied, considering geographical and sector specific risks, and ensuring that contractual arrangements require compliance with relevant legislation.

Where heightened risks are identified, additional enquiries or safeguards may be implemented. We expect our suppliers and subcontractors to operate to similar ethical standards and to take appropriate steps to prevent modern slavery within their own operations and supply chains.

Failure to demonstrate appropriate standards may result in review or termination of the business relationship.

Employment Practices

Jeakins Weir Ltd. is committed to fair, lawful and transparent employment practices. We verify right-to-work documentation, provide clear terms and conditions of employment, and ensure that employees are paid in accordance with applicable wage legislation.

We do not tolerate forced labour, bonded labour, unlawful deductions or the charging of recruitment fees. Employment is entered into freely and without coercion.

Reporting Concerns

Employees and workers are encouraged to raise concerns about suspected modern slavery without fear of retaliation. Concerns may be raised with a line manager, senior manager or via the Company's Whistleblowing Policy.

All concerns will be treated seriously and investigated appropriately. No individual will suffer detriment for raising a genuine concern in good faith.

Training and Awareness

Jeakins Weir Ltd. promotes awareness of modern slavery and human trafficking risks across the organisation. Employees are expected to understand the principles of this policy and to remain alert to potential indicators of exploitation.

Information and guidance are provided to support understanding of:

- The nature and risks of modern slavery
- Individual responsibility to report concerns
- The importance of ethical conduct in business relationships

Awareness forms part of our wider commitment to responsible and ethical business practice.

Monitoring and Review

Modern slavery risk forms part of our broader governance and compliance framework. We will periodically review this policy and our related procedures to ensure continued effectiveness and alignment with legal requirements and industry best practice.

A handwritten signature in black ink, appearing to read 'Alistair Weir'.

Alistair Weir
Managing Director
For and on behalf of Jeakins Weir Ltd

23rd March 2026