

Jane Saunders and Manning Ltd

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Modern Slavery and Human Trafficking Policy

Jane Saunders and Manning Ltd are committed to acting in a responsible and ethical manner. We have a zero tolerance approach to slavery and human trafficking (“modern slavery.”)

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.

Jane Saunders and Manning Ltd prohibits the practice of modern slavery in all company operations and within our global supply chains. We have adopted a slavery assessment tool, which enables us to take a risk based approach to mitigate modern slavery within our operations and supply chains. Through this assessment and the results from self –assessment questionnaires, further auditing may be identified as necessary.

Jane Saunders and Manning Ltd prohibition on modern slavery applies to all persons working for the Group or on its behalf in any capacity, and will investigate any claim or indication that a supplier is engaging, directly or indirectly, in human trafficking or slavery. If a supplier is found in violation of this policy, **Jane Saunders and Manning Ltd** will take remedial measures to address the violation.

Certain companies are exempt from making a statement on Modern Slavery as they do not fit the criteria defined by HM Government on compliance. However, this does not absolve our suppliers from satisfying **Jane Saunders and Manning Ltd** requirements to be certain our suppliers are not engaging in modern slavery or their supply chains. Therefore, we request a definitive statement from any company that there is no evidence of modern slavery within, or associated with any organisation.