

MODERN SLAVERY - STATEMENT OF INTENT

SJ Eastern (SJE) are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chain or in any part of our business in line with the general law on employment, human rights and more specifically, The Modern Slavery Act 2015. Our commitments require us to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure modern day slavery is not taking place anywhere within our business or supply chain.

Staff Recruitment and Supply Chain

We operate a robust recruitment policy including conducting home Office eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. We ensure that any suppliers we use have completed our pre-qualification questionnaire in relation to slavery and human trafficking. We ensure that we work with suppliers who treat their obligations towards modern day slavery with the same importance as we do.

Safeguards

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern day slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern.

Communication and Awareness

Our zero-tolerance approach to modern day slavery is communicated to all suppliers, Sub-contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/ or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

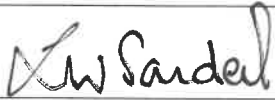


Responsibility

Ultimate responsibility for the prevention of modern slavery rests with SJE's Directors who have overall responsibility for ensuring this statement and its implementation comply with our legal and ethical obligations.

All site and office personnel are encouraged to approach either their line manager or, if the matter is extremely serious, then a Director should be approached. The nature of the complaint will determine the companies next course of action.

Review

Following its initial adoption, this Modern Slavery Statement will be reviewed by the Company's Directors on a regular basis (at least annually) and may be amended from time to time.

Jim Sanders Financial and Marketing Director	Signed:		Date:	01.02.2024
Steve Crease Operations Director	Signed:		Date:	01.02.2024
David Halbert Business Development Director	Signed:		Date:	01/02/2024.