

Modern Slavery Statement

Modern slavery is a term used to describe the crimes of holding a person in a position of slavery, servitude, forced or compulsory labour, or human trafficking.

Wyatt Carruthers Jebb Ltd is opposed to slavery and human trafficking and we do what we can to combat such abuses in our business and supply chains.

We will always act ethically and with the highest standards of integrity, quality, probity, openness, and accountability in all our business operations and relationships.

We will develop, implement, and enforce processes and controls that seek to ensure slavery and human trafficking is not taking place within our business or in our supply chains.

We recognise the importance of identifying and eradicating slavery. It is not acceptable for anyone to profit, however indirectly, from exploitation and abuse.

INTERNAL POLICIES

Wyatt Carruthers Jebb Ltd is a Living Wage Employer and aims to provide a rewarding working environment in which people are valued and respected. We have a strong commitment to diversity, equity and inclusion and look after the wellbeing of our people, ensuring that they are safe and that we care for them appropriately.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

All our staff must produce their legal documents at the point of employment to verify that they are of legal working age and have the right to work in the UK.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Good corporate citizenship and corporate responsibility are important parts of our identity. We set out the ethical standards we expect of our staff in several policies published in our Employee Handbook.

Our policies and procedures aim to ensure that we create a safe and inclusive working environment for our staff, including:

- whistleblowing
- bullying and harassment at work
- corporate responsibility
- equality and diversity
- conflict of interests
- anti-fraud, bribery & corruption

SUPPLY CHAINS

Wyatt Carruthers Jebb Ltd will not tolerate slavery or human trafficking in our business or supply chains. We are committed to improving our policies and practices to play our part in fighting slavery and human trafficking and protecting human rights.

We recognise our responsibility to ensure that our suppliers have fair and ethical labour practices. Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers.

Over 90% of our direct suppliers are registered in the UK but many of their operations and supply chains are global. Some suppliers have complex supply chains with multiple tiers of sub suppliers; we

currently have little visibility over the lowest tiers of our supply chain.

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Wyatt Carruthers Jebb Ltd is committed to monitoring our business and our supply chains to ensure we are free from slavery and human trafficking.

What we expect from our supply chain:

1. That suppliers be aware of their responsibilities under the Modern Slavery Act 2015, which can be found at <https://www.gov.uk/government/collections/modern-slavery-bill>.
2. That suppliers establish clear lines of responsibility for detection, recording and reporting slavery and human trafficking concerns.
3. That suppliers ensure that their staff receive training on the Modern Slavery Act 2015 to help them identify, record, report and act upon any instances or suspicions.
4. That suppliers declare that they are not involved in slavery or human trafficking and are fully compliant with the Modern Slavery Act 2015.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.