

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

We are committed to improving our practices to ensure that slavery and human trafficking is not taking place anywhere within our business or within our supply chain. We continue to take positive steps to this end and describe below the progress that has been made over the last year.

## ABOUT JLA

JLA was founded in 1973 in West Yorkshire, and has grown to become a leading Critical Asset Supply & Service business offering end-to-end solutions in laundry, catering, infection control, compliance & safety and consumables. This year we have also launched our new heating division. Following a number of strategic acquisitions and significant organic growth the JLA Group now employs nearly 800 people including 270 engineers operating across the UK and Ireland.

The JLA Group supplies goods and services to its customers via a number of trading entities and this statement and the commitments made below apply in respect of the entire JLA Group.

In 2010 JLA received financial backing from private equity firm Hg. As a responsible investor, Hg will not invest in a company which (amongst other things);

- Has production or other activities that involve harmful or exploitative forms of forced labour or child labour; or
- Is, in the opinion of Hg, exploitative of vulnerable groups in society.

## OUR SUPPLIERS

JLA is proud of the strength and longevity of the relationships that it has with a number of trusted key suppliers both in the UK and around the world. Some of our suppliers have supplied goods to JLA for over 30 years and we work together co-operatively and transparently to ensure that we continue to achieve our joint business aims. The value that our suppliers place on their relationship with JLA has been demonstrated by the positive responses and support we have received from them during the supplier engagement exercise described below.

## OUR COMMITMENT - THE 'JLA PRINCIPLES'

Our JLA Principles reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

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## OUR DUE DILIGENCE PROCESSES

As part of our initiative to identify and mitigate risk, last year we carried out an initial review of our supply chain to identify and assess any areas of potential risk. Given the responses received, the nature of our supplier's business operations and their location (with only one supplier identified where the headquarters are located in a "high risk country" according to the Global Slavery Index) we consider the risk to be low. Our key equipment suppliers have remained largely static – a testament to the longevity of our principal supplier relationships. We have both re-engaged with existing suppliers, and made contact with any new suppliers, to ask them to confirm their adherence to the JLA Principles. A number of suppliers have built on the responses and assurances that they gave to us last year – with many actually developing their own policies. Adherence to the JLA Principles remains a key requirement of our supplier on-boarding process and is used as a conditional requirement in any supplier assessment.

We have also turned our attention to our contractors, and now include compliance with the Modern Slavery Act and JLA Principles as a contractual obligation in any agreements with our contractors.

In terms of JLA's own workforce, JLA employs approximately 800 individuals on direct contracts of employment. As part of the on-boarding process, all employees are required to provide documentary evidence of their entitlement to work in the UK and all employees are required to hold a UK bank account. JLA is fully compliant with the legislative requirements of both the National Minimum Wage and the National Living Wage.

## IDENTIFYING RISK AND MONITORING EFFECTIVENESS

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we continue to take steps to raise awareness amongst our suppliers, contractors and our employees. We will ensure that for any employee involved in the supplier on-boarding process they will have access to and full awareness of the JLA Principles and the supplier due diligence process

## FURTHER STEPS

We will continue to keep the effectiveness of the further steps we have taken this year under review. As we move into new sectors and markets we will ensure that we continue to implement our partnership approach to working with our suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> October 2017.



**Stephen Baxter**  
CEO

*Date: 02/01/2018*