

JELSON HOLDINGS LIMITED

Anti-Slavery and Human Trafficking Statement

1. Introduction

We are committed to improving our practices to combat slavery and human trafficking and are committed to doing business in an ethical manner and with respect for our people and the communities in which they live. We believe this commitment will benefit our customers and other stakeholders affected by the activities of the Jelson Group. For many reasons, it is quite simply, the right thing to do. We recognise, however, that it is essential that our suppliers also understand and appreciate the standards of business conduct that are expected of any company that does business with any company in the Jelson Group.

2. Our business

Jelson Holdings Limited is the parent company for the following subsidiary companies: Jelson Limited, Eastern Counties Properties Limited, Jelson (Contracts) Limited, Interfuse Limited, Jelson Homes Limited, Meynell Plant Hire Limited, East Goscote Electrics Limited, East Goscote Plumbers Limited and Acresford Sand & Gravel Limited (known as the Group).

This statement is made on behalf of Jelson Holdings Limited and each company within the Group.

The main business of the Group is residential house building, and related activities. The Group directly employs circa 600 employees throughout the UK and its head office is at 370 Loughborough Road, Leicester, LE4 5PR.

The Group's main supply chain are materials relevant to new house build and commercial build, aggregate, vehicles, mechanical parts, and equipment.

3. Assessing the risk of modern slavery

We have carried out a risk assessment and we believe the business has a low overall risk of modern slavery in both our own operations and in our immediate supply chain. However, we are pro-active in ensuring we are making our workforce, sub-contractors, and suppliers aware of the potential risks and would highlight the following:

3.1 Directly Hired Employees

We verify that all directly employed employees have the right to work in the UK before they start work with us and we make all employees aware of their working hours, working time regulations, holiday and leave entitlements and all other entitlements via the employee handbook and statement of employment. The company ensure that employees are rewarded fairly with pay and benefits and in accordance with our equal opportunities policy and all of our direct employees are, as an absolute minimum, paid in accordance with the UK National Minimum Wage and living wage.

All recruitment is centralised through the head office HR department and where agencies are used to source candidates only selected reputable recruitment agencies are used.

3.2 Suppliers

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Most subsidiaries operate a procurement team and procure materials and components which are assembled and/or manufactured in the UK, with the balance procured from within Europe.

To ensure all those in our supply chain and contractors comply with our values we have in place a system for identifying and assessing potential risk in our supply chains and mitigate the risk of slavery and human trafficking occurring within those chains.

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3.3 Subcontractors

We have a diverse sub-contractor labour force within the housebuilding trades. All trades are paid via a third-party umbrella business or via direct invoicing to ensure adherence to both employment and payment practices.

3.4 Contingent Supplied Agency Workers

We require those supplying agency workers to prove that any operatives have the right to work in the UK and that 100% of eligible staff on construction sites will have their CSCS cards or equivalent. We have a preferred suppliers list for our agency workers and require them to produce a written statement on their approach to preventing modern slavery and trafficking where they do not already have a company policy or statement.

4. Actions taken and further steps

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains, and our business, we provide training to our staff via eLearning. This is rolled out to all our commercial and HR team, which identifies the significance of this issue and highlights key signs and indicators of someone that may be a victim of modern slavery and how to report this.

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following steps to combat slavery and human trafficking:

- To continue to use our preferred supplier list for our agency workers, which requires them to produce a written statement on their approach to preventing modern slavery and trafficking where they do not already have a company policy or statement.
- Continue to review and assess our internal processes annually, to ensure the continued effectiveness and to identify what further steps can be taken to ensure that our obligations under the Act are met and that our Modern Slavery Policy is effectively implemented and complied with, to ensure that there is no slavery or human trafficking in any part of our business.
- Review the eLearning training to ensure the contents are current and appropriate and ensure any changes to the training are rolled out to all employees that are directly involved in procurement and recruitment.

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 30 April 2024. It was approved by the Board on 25th September 2024.



Robert Jelley
Chairman
Jelson Holdings Limited

Date: 25/9/24.