



MODERN SLAVERY POLICY STATEMENT

Company Introduction:

James Johnson & Co Ltd is a supplier of bespoke joinery systems. It operates from its head office and factory in Dagenham. The company procures timber and finishing products from which it fabricates bespoke furniture for its clients, predominantly in office environments. It then ships these items to site for final fixing and commissioning. Some contracts require white goods or other ancillary items. All its suppliers are UK-based.

Modern Slavery Policy:

James Johnson & Co Ltd is committed to avoiding acts of modern-day slavery from within its own business and within its supply chains. It recognises the company's responsibility under the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the company.

The company will not deal with any business knowingly involved in slavery or human trafficking.

Due Diligence Process:

As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. This is included in the pre-contract questionnaire required by James Johnson before entering into a supply agreement.

Risk Assessment and Management:

Should parts or materials require to be purchased from manufacturers or suppliers based outside the UK, the EU or North America, there is potentially a higher risk of slavery/trafficking issues and will be closely monitored by the manager responsible for the specific procurement. A detailed process is described in our Sustainable Procurement Procedure within the Integrated Management System.

Key Performance Indicator:

The core measure adopted by the company is the number of supply contracts involving overseas suppliers where due diligence exercise has been implemented.

Training and Briefing:

The Joinery Director will take the responsibility for implementing the policy statement and its objectives and will ensure adequate briefing to ensure that slavery and human trafficking is not taking place within the company or its supply chain.

Workers are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your line manager or company Director or report it in accordance with our Whistleblowing Policy as soon as possible.

Signed:  Paul Ridley

Date: February 2023

Position: Joint Managing Director