

Anti-Slavery and Human Trafficking Policy Statement of Intent

Our vision is to use our heritage, fresh thinking and commitment to help people put down roots. It is important to John Hanlon & Company Ltd that we employ ethical business practices that are aligned with our ethos of a business for social purpose to deliver our vision. As an employer we are committed to paying the Living Wage both in London and overseas. We regularly review all our terms of employment to ensure that they comply with all relevant legislation.

We may source parts and goods manufactured overseas.

John Hanlon & Company Ltd is committed to doing what we can to combat slavery and human trafficking. Our anti-slavery and human trafficking statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing systems and controls that seek to ensure slavery and human trafficking is not taking place anywhere in our supply chains. John Hanlon & Company Ltd does not wish to support or deal with any business knowingly involved in slavery or human trafficking in any part of its operations.

We have therefore started to take appropriate steps to ensure that there is no modern slavery or human trafficking in our supply chains. These steps include:

- Requiring new suppliers (if required) to declare that they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offence involving slavery or human trafficking
- Provisions in our template contract documentation requiring our suppliers to take appropriate steps to ensure that there is no slavery or human trafficking in their supply chains

John Hanlon & Company Ltd will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately. We will only trade with those who fully comply with this policy or those who are taking verifiable steps towards compliance.

This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes our Company's slavery and human trafficking statement for the financial year ending 31st March 2019.

This statement is approved by our Managing Director and applies to all offices and sites within the company. It will be reviewed and updated as necessary or on an annual basis.

Signed: 
Chairman / Managing Director.

Date: 27th March 2018