



JBS Modern Slavery Act Statement & Ethical Procurement Policy

This statement is made in accordance with section 54 (5) of the UK Modern Slavery Act 2015. It applies to all companies within JBS Group, including James Boylan Safety Ltd, James Boylan Safety (Ni) Ltd., Romar Innovate Ltd., Anderco Safety (UK) Ltd. and Anderco Safety (Irl) Ltd.

JBS Group is an ethical supplier. To continue being an ethical supplier, our staff and our suppliers must all be aware of the areas where ethics might be compromised. Slavery is one such [red line](#) area. Hence this statement and policy:- to create awareness and compliance guidelines to ensure ethical trading within JBS Supply chain at all times.

Modern Slavery Act 2015 Overview

The UK Modern Slavery Act was enacted on 26 March 2015. The act consolidates slavery and trafficking offenses. It ensures that the main offences are subject to the toughest asset recovery regime. It introduces bespoke slavery and trafficking compensation orders.

The act includes provisions to:

- *Enable the UK Secretary of State to make regulations relating to the identification of and support for victims*
- *Make provision for independent child trafficking advocates*
- *Require businesses over a certain size (£36m) and threshold to **disclose each year what action they have taken to ensure that slavery and human trafficking is not happening in their business or supply chain.***

This latter point is most relevant to JBS and our Suppliers: because we seek to be proactive in

- a) ensuring no slavery in our supply chain and
- b) disclosing our actions and our suppliers' actions to prevent slavery in the supply chain.

JBS Anti-Slavery Statement:

To that end, and on behalf of JBS Group, I confirm that:

- 1) JBS is against any form of human trafficking or slavery. (**Modern Slavery being “the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means, for the purpose of exploitation”.**)
- 2) JBS Management (led by Declan O’Donnell, MD), JBS Compliance and JBS Procurement have recently reviewed JBS direct relations with our suppliers and manufacturers. We:-
 - a) Get JBS suppliers to sign up to the **JBS Code of Conduct** and the Ethical Trading Initiative 9 Point Base Plan, which specifically upholds workers’ rights.
 - b) Get our suppliers to fill the **JBS Supplier’s Annual Self-Assessment Form** – a series of 40 questions which, when answered and with the required supporting certifications, give us a clear insight into their level of compliance.
 - c) Conduct one-on-one **JBS Vendor Reviews: these are reviews** between JBS Procurement and JBS suppliers, wherein there could be a risk of human traffic/slavery. (There is no evidence of modern slavery within our supply chain, nor within JBS Group, at the time of writing.)
 - d) Get **independent 3rd parties to audit our suppliers:** Such audits include those conducted by Sedex, being the SMETA 4 Pillars ethical review; also including audits by AndWider.com – an independent 3rd party which makes direct contact with JBS



supplier's staff – to ascertain the actual working conditions etc from individual staff; and on occasion including audits by IndustriALL – which has a focus on workers rights.

- e) **Require JBS suppliers to look into their own upstream supply chains** and audit *their* manufacturers - to check how they conform to (anti) modern slavery requirements. JBS Suppliers confirm annually that they too comply with the requirements of the Modern Slavery Act.
- 3) JBS commits to continue to raise awareness of the risks of slavery and human trafficking with our staff and suppliers.

Grattan Boylan, JBS Chair, **Jan 2nd 2025**, covering the preceding financial & calendar year.

JBS Group refers to [Modern Slavery - Supply Chain Sustainability School \(supplychainschool.co.uk\)](https://www.supplychainschool.co.uk) for best guidance on this topic



JBS Effective Ethical Procurement Policy

External drivers

The following external drivers influence our organisation's choice to purchase abroad, or from a particular supplier:

- **Economic** – exchange rates, profit margin, duties, tariffs, insurance, the employment market and availability of resources. Sustainable innovation can lead to the creation of new market space for products and services.
- **Technological** – the ability to communicate real-time information enables developing country suppliers to compete effectively
- **Legislation** – social, technical, environmental and economic/competition
- **Social** – social consciousness, e.g. avoidance of worker exploitation, influences consumer behaviour and political activity. Increased worker satisfaction can improve productivity.
- **Environmental** – use of energy, re-useable, non-toxic materials, reduction of waste and processes to improve profit margins, reduction of carbon in supply chains, etc.

JBS Group Response to Ethical Procurement

Due to the business risk of unethical procurement practices, JBS Group has a **Code of Conduct** that sets out minimum standards and parameters for procurement, other than simply cost.

They include the following ways of working which:

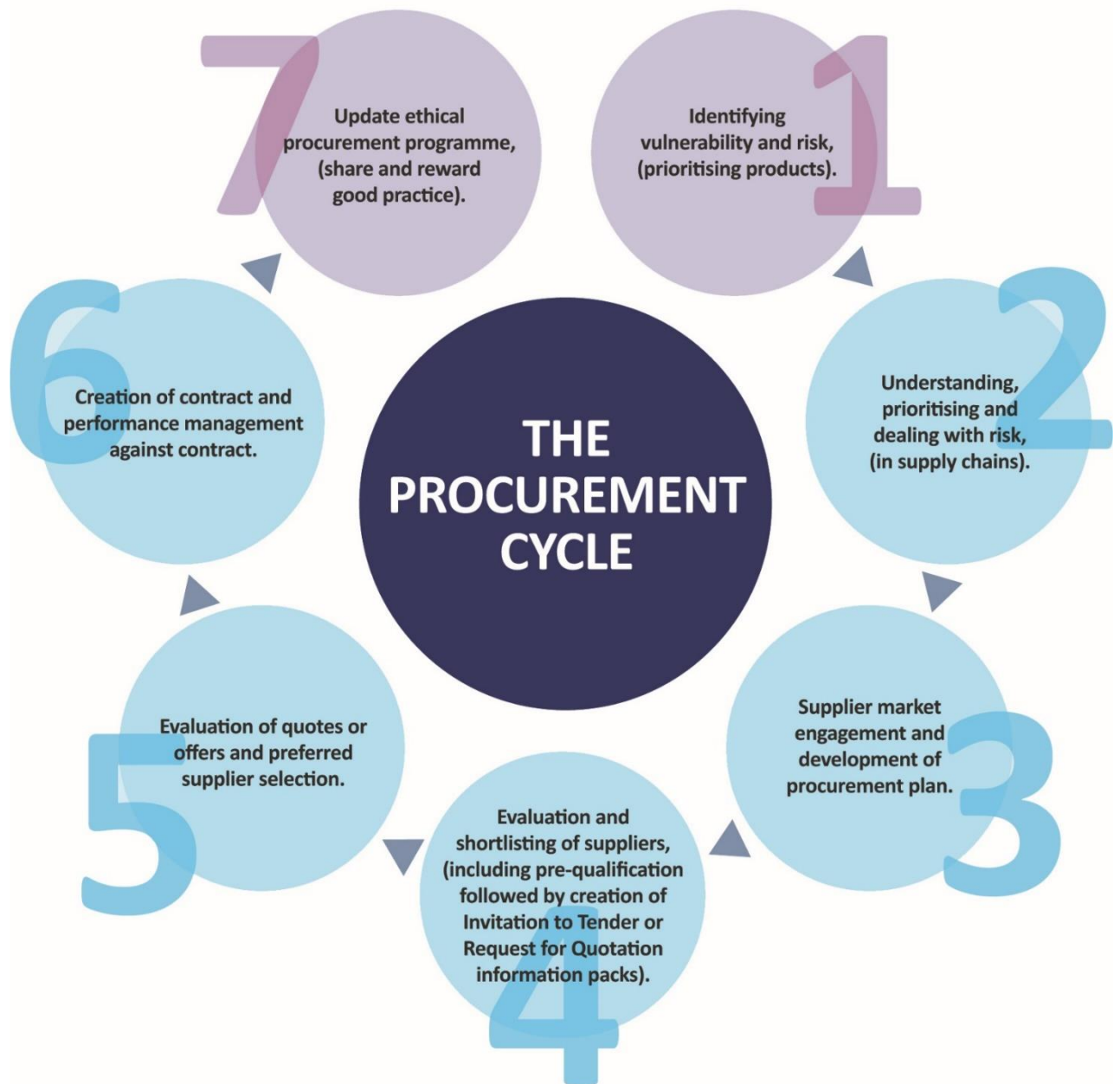
- collect and provide all parties with the information they need to plan more effectively, (e.g. **share audit reports**)
- lead to efficient communications and formalised, streamlined buying and production processes.
- empower buyers to select and reward good practice and leadership of suppliers.
- encourage buyers and suppliers to collaborate with organisations who have expertise in addressing systematic problems within the supply chain.
- identify and address unacceptable practices like fraud, bribery and modern slavery.
- enable buyers to collaborate with others who are purchasing from the same supplier (where appropriate).

JBS Group recognises the **shared responsibility for suppliers to implement good workplace practices** and for buyers to select, enable and encourage good performance by suppliers. Where bad performance is identified, especially where it concerns conduct that violates minimum standards, this should be addressed as a priority.

The JBS Procurement Cycle

The detailed JBS procurement cycle breaks down into seven major stages. The following section examines each of these stages, highlighting good practice and, specifically, what the JBS buyer should bear in mind.

- Stages 1 and 7 focus on the **ethical/responsible purchasing programme** covering all purchases
- Stages 2 – 6 are the stages a purchasing organisation goes through - in relation to each purchase



In brief:

Stage 1: JBS needs to **identify risks and vulnerabilities in its supply chain** - to be able to prioritise its actions to improve social and environmental impacts. We have a duty to undertake due diligence to spot & mitigate such Risks, Vulnerabilities or Threats (RVTs) that may arise.



- Stage 2:** Understanding, **prioritising and dealing with Risk**. If it is not already clear from the Code of Conduct and procurement policies, JBS procurement should work with our internal colleagues who requisition products, as well as other colleagues, to shape the technical, social and/or environmental criteria of the specification.
- Stage 3:** Supplier market engagement & development of procurement plan. **Engage with suppliers** - to assess who meets our desired standards. Assess the economic situation of the workers in the supply chain. JBS Procurement give feedback to internal colleagues on what the market is able to provide, and the implications of different sourcing approaches, including timings.
- Stage 4:** Evaluate and shortlist suppliers. During this stage, JBS buyers reinforce to suppliers the importance of environmental and social performance; they assess suppliers' willingness to meet & commit to ethical standards.
- Stage 5:** Evaluate quotes or offers and JBS Preferred Supplier selection. When JBS buyers assess pre-qualification questionnaires, tenders or audit reports from suppliers abroad, it is important to look for inter-related elements.
- Stage 6:** Create a **Buying Contract** and performance manage (SLAs) against that contract. The economic and business parameters which you negotiate then impact social responsibility - through a series of positive/negative consequences for the supplier +/- or the environment. Our **Ethical procurement KPIs and sustainability targets should be included in the contract** as well as in the specification. Buyers need to assess supplier performance against the desired level of social or environmental performance, focusing on elements identified in corrective action plans or improvement initiatives recorded in the contract.
- Stage 7:** Update ethical procurement programme - including setting standards. Share and reward good practice. Identify root causes and barriers to improvement. Act to address root causes.

