

J&B Hopkins Ltd is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers.

SUPPLY CHAIN ACTIVITY

A comprehensive process has been developed to ensure that:

- Suppliers to Hopkins agree to our policies including human rights (the Modern Slavery Act), as set out in our standard terms and conditions of purchase, to meet approved supplier status.
- Product compliance due diligence processes are in place for all approved suppliers.
- Supplier performance is reviewed and monitored.
- Guidance on modern slavery is provided to our procurement and sourcing professionals to improve the understanding of human rights and supply chain working conditions.

DUE DILIGENCE PROCESSES RELATING TO SLAVERY AND HUMAN TRAFFICKING

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt due diligence procedures, these processes aim to:

- Identify, monitor and manage areas of potential risk in our business and supply chains.
- Scrutinise any identified areas of risk within our business and supply chains.
- Adopt a zero tolerance approach to slavery and human trafficking throughout the organisation and our supply chains.
- Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.

RISK AND COMPLIANCE

Our organisation regularly evaluates the nature and extent to which our business and our supply chains are exposed to the risk of modern slavery occurring.

We ensure our suppliers are aware of our policies and encourage them to adopt our high standards. We adopt a zero tolerance approach to slavery and human trafficking throughout the organisation which extends to our supply chains.

RECRUITMENT AND HR

Hopkins has HR processes and controls to ensure:

- All staff are assessed for their right to work.
- Our recruitment service providers sign up to our terms and conditions and employment policies.

Policy Owner: HR	Date of next review: 30/09/2024
J:\Master JBH Policy Docs\2023-2024\1.07 JB Hopkins Modern Slavery Statement.Docx Page 1 of 2	PH&SB/01/07 Rev 2 02/10/2023 10:35

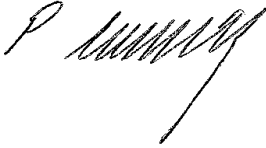

- Workplace equality policies are in place.
- Wages and benefits comply with relevant government legislation.
- Whistleblowing policy available to ensure that all staff have a voice that will be heard in confidence.

FURTHER ACTIONS, APPROVAL AND ENDORSEMENT

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- Continue to review and develop policies, procedures, systems and controls to ensure ethical and legal compliance.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes J&B Hopkins' slavery and human trafficking statement for the financial year ending September 2022.

The Modern Slavery Statement has been reviewed by all the Directors and has been accepted by Paul Scadding and Scott Adams on behalf of the Board of Directors			
Name	Signature	Position	Date
Paul Scadding		Director	30/09/2023
Scott Adams		Director	30/09/2023