**ANTI SLAVERY & HUMAN TRAFFICKING POLICY**

As part of our culture of good governance for good business, at J M Anderson Ltd., we operate to a set of core values which reflect our relationships with our principal stakeholder groups: customers, manufacturers, shareholders, suppliers and employees. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals in any form, and more particularly the offences under e Modern Slavery Act 2015. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all whom we have business dealings.

As accompany we have zero-tolerance approach to modern slavery, and are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or those of our suppliers.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our sub-contractors, suppliers and other business partners, and we are evolving and updating our processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and expect our suppliers to hold their own suppliers to the same high standards.

All company employees have an obligation to familiarise themselves with our procedures to help the identification and prevention of modern slavery and to conduct business in a manner such that he opportunity for and incidence of modern slavery is prevented. Adherence to this policy forms part of all employee’s obligations under their contract of employment

Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chain, we acknowledge that we do not control the conduct of individuals and organisations in our supply chains, although we will actively encourage those individuals or organisations to comply with the requirements of the Modern Slavery Act 2015.

The Directors of the company have the overall responsibility for ensuring this policy and its implementation comply with our legal and ethical obligations, while members of the senior management team are responsible for ensuring those reporting to them understand and comply with this policy, and are given adequate training on the requirements of the Modern Slavery Act 2015.

Signature: …………………………………………………..

Gavin Bradley