

**M&J ENGINEERS LTD: MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR ENDED 30 APRIL 2019 ISSUED PURSUANT TO SECTION 54 OF THE MODERN SLAVERY ACT 2015**

**INTRODUCTION**

M&J is committed to using its reasonable endeavours to ensure that there is no slavery or human trafficking in its business and its supply chains. This commitment is one that is shared and implemented in our activities and by members of staff.

**OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS**

M&J supplies hired contractor's plant and tools to both trade and the public from 12 locations in the UK: Hitchin, Milton Keynes, North London, Ashford, Peterborough, Rugby, Southampton, Reading, Strood, Bishop's Stortford and Oxford. M&J employs approximately 145 staff.

M&J does not operate outside of the UK but it does sometimes supply overseas businesses working in the UK. The Company does not operate in high risk areas and considers none of its activities to be at high risk of slavery or human trafficking.

**OUR POLICIES**

M&J presents all of its policies within its Staff Handbook. The Board of Directors have full responsibility in ensuring that these policies are enforced within the organisation, and are reviewed annually. These policies set out the core principles of the Company, and include Health & Safety, Anti-Corruption and Bribery, Ethics, Equal Opportunities and Whistleblowing.

**COMPLIANCE, TRAINING AND RISK**

M&J recognises that the best way of ensuring adherence is by the provision of training within the Company, the promotion and encouragement of the scrutiny of its activities.

However, M&J also recognises that there may be a higher risk of modern slavery or human trafficking in its supply chain. Consequently M&J operates a risk based approach, evaluating the largest suppliers in its supply chain in order to encourage and support compliance and disclosure.

**BOARD APPROVAL**

This statement has been approved by the Company's Board of Directors, who will review and update it annually.

Peter James  
Managing Director  
M&J Engineers Ltd  
30<sup>th</sup> September 2019