



JEHU GROUP'S MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR FINANCIAL YEAR ENDING 31 MARCH 2020

JEHU Group are committed to improving our practices to combat slavery and human trafficking. We are a group of companies specialising in the construction and property sectors and we are committed to acting ethically and with integrity in all our business dealings and relationships.

We recognise that modern slavery exists within every sector and supply chain and that this is not a victimless crime. We recognise Modern Slavery is a term used today to describe issues such as Labour exploitation, Forced Labour, Human Trafficking and practices such as debt bondage, passport holding, and other such breaches of an individual's basic human rights. We are therefore proactively implementing processes and procedures within our business to ensure that such practices are not taking place anywhere within our own Group or in any of our supply chains.

This statement on Modern Slavery forms part of our commitment to tackling modern slavery and ensuring transparency throughout our supply chain.

It is estimated that there are approximately 10,000 to 13,000 people currently affected by modern slavery in the UK today and it is the fastest growing criminal industry in the world. We recognise that our business operates within a sector and with a supply chain which can be particularly vulnerable to forced labour and modern slavery offences. We are therefore mindful of our role, in helping to prevent hidden labour exploitation.

Our Company [Values](#) are strongly focused on people and relationships and our **Values of Sustainability and Collaboration** focus on the long-term success of our industry and the wellbeing of both our employees and supply chain partner businesses. Our approach to tackling modern slavery is therefore built upon our core vision and these values and in this modern slavery statement we have set out the steps we are taking to minimise the associated risks to our business and supply chain partners.

We recognise our success relies upon our relationships with our supply chain and our approach is to build strong, open and positive relationships with suppliers and providers who share our values, and to make them an integral part of our business. Making our supply chain a reflection of our business is one of our key aims and therefore our approach to modern slavery is intrinsically linked to the success of our company.

Our business organisation, structure and supply chain

Jehu Group is a privately-owned group of construction and property related companies principally engaged in private and commercial contracting and residential and commercial Development. The Group operates from its headquarters in Waterton Park, Bridgend and has circa 140 employees. Its business solely operates within the UK, mainly South Wales and is organised into numerous trading companies. A chart illustrating the Group's structure can be found on our website [here](#).

The Group's supply chain is considerable and covers contractors, consultants, labour agencies, product and material suppliers, service providers, joint venture partners and our clients. Our supply chain partners form a critical part of our business and our commitment to and collaboration with them and their sustainability, forms a major part of our future business strategy.

Our policies

We recognise our moral and ethical responsibilities to do all that we can to ensure that our business and supply chain is slavery free.

- To this end, we work closely with our supply chain and carry out vetting to ensure supply chain partners are aware of their obligations under the Modern Slavery Act 2015.
- A number of Directors and Senior Managers are members of the Supply Chain Sustainability School in Wales. Attending member seminars and carrying out self-assessments on the organisation.
- We also have in place a number of internal Group policies including **Whistleblowing, Anti-Bribery & Corruption Policy, Employee Honesty Policy, Equality and Diversity and Recruitment Policy**. All of these policies help in the prevention and detection of issues around modern slavery on our organisation and supply chain.

We recognise that our success depends on the skill, knowledge, integrity and commitment of our employees and we put our employees at the heart of our business and aim to provide a happy, healthy and safe working environment. If our employees have genuine concerns therefore, regarding any suspected wrongdoing or danger at work, including suspected slavery or labour exploitation, then employees are encouraged to raise their concerns in accordance with our **Group Whistleblowing Policy**. This policy provides guidance on how to raise concerns and how the business will investigate and deal with such concerns appropriately without any fear of reprisal on the part of the employee.

Jehu Group will;

- Comply with the legislative and regulatory requirements of the act
- Carry out due diligence and risk assessment of areas of our business to assess the level of risk
- Ensure that our supply chain including contractors and other service providers are aware of the requirements of the legislation
- Develop and promote awareness of modern slavery issues through provision of information and training to our colleagues

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Jehu Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Marc Jehu



Managing Director Contracting
June 20