

Modern Slavery Statement

As a company Jackson are committed to understanding and minimising the risks of modern day slavery. This Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31st December 2019 and outlines both the steps Jackson have taken so far and will take to ensure that slavery and human trafficking do not occur either within our own business or our supply chains.

Company Structure:

Jackson Civil Engineering Group Ltd, incorporating Jackson Civils Ltd and Jackson Frameworks Ltd, is a civil engineering contractor which operates throughout most of England and is part of One Group Construction Ltd. Our procurement activities take place in England our supply chain partners are predominantly UK and EU based.

Jackson's anti-slavery initiatives are fully supported by the board directors and senior management.

Company Policy:

As a company we are committed to ensuring that slavery and human trafficking does not take place within either our business or our supply chain. As part of our procurement process we have already identified potential high risk areas and we actively review the processes our supply chain partners have in place to tackle these issues.

As part of our selection process we ask subcontractors to confirm that they prohibit the use of any child or forced labour.

Where any higher risk material supply is identified additional checks are carried out to ensure the supplier has the relevant policies and procedures in place. This can include checking that material is supplied in accordance with standards such as SA8000 and BES 6001.

As part of our initiative we already have in place a Corporate Responsibility and Sustainability Policy as well as a Social Accountability Policy which reinforce our commitment to both employees and personnel within our supply chain. Our Whistleblowing Policy also ensures that any breaches to our policies and procedures, as well as any suspected cases of forced labour, can be reported in confidence.

Our approach so far:

We continue to provide material on the subject of Modern Day Slavery to all sites which includes confidential reporting lines specifically for suspected slavery in addition to our existing policies. Employees are encouraged to use either method of reporting if they have any concerns.

Our Deep Dive Audits mean that members of senior management are regularly on site talking to the workforce including both directly employed and subcontracted.

During 2018 we became a partner of the Supply Chain Sustainability School and have encouraged our supply chain to become members. We will actively encourage individuals to use the resources available through the School.

Jackson have also signed up to the People Matter Charter and are committed to developing our processes in line with this.

What we will do next:

We will continue to review the steps we have already taken and monitor their effectiveness.

We will use the guidance provided in the People Matter Charter to develop our approach and we will also continue work to increase awareness further amongst our employees and supply chain using resources available to us through the Supply Chain Sustainability School.

During 2020 we plan to carry out a review of our labour providers by engaging with a third party to audit the processes they have in place to prevent modern slavery amongst their workers.

Specific Objectives and Targets related to the prevention of Modern Slavery are included in the Sustainability Plan which will continue to provide visibility of the issue to board level and ensure actions are completed on time.

A handwritten signature in blue ink, appearing to read "Brian Crofton".

Brian Crofton, Managing Director

February 2020