

A decorative graphic at the bottom of the page features a red shape on top and a blue shape on the bottom, both with irregular, angular edges that create a sense of movement and depth.

Modern Slavery Act Policy

The Group

Jarvis Group ("the Group") are an experienced building contractor who can deliver major projects as well as special works, retail contracts and property maintenance. By employing skilled people and the latest innovations in design and construction, the Group meets even its clients' most demanding challenges.

The Group's ultimate parent company is Jarvis Group Limited. Jarvis Group Limited has its head office in the UK. The Group has over 120 employees and operates across the UK.

The Group's business is organised into 2 areas; Construction and Development.

Our supply chain includes: subcontractors, consultants, suppliers, recruitment agencies and property maintenance companies.

Policy on Slavery and Human Trafficking

The Group does not tolerate any slavery or human trafficking within its business operations and takes a risk-based approach regarding its supply chains. The Group's anti-slavery policy reflects its commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure, as far as possible, that slavery and human trafficking is not taking place anywhere in its supply chains.

Due Diligence Process

As part of its initiative to identify and mitigate risk, the Group has in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

All Jarvis employees have the necessary documentation to legally work in the UK and no-one under the legal minimum age for admission to work is employed.

Supply Chains

The Group has a zero-tolerance approach to slavery and human trafficking. The Group do not have intricate supply chains, multiple levels of contracting and subcontracting or partner with businesses based in impoverished regions of the world where labour laws are non-existent or not enforced.

However, policies are in place to guard against such practices in the Group's supply chains; all contracts with business partners require prior approval at board level; business partners may be subject to various forms of vetting, including the verification of information provided to the Group.

Selective due diligence exercises will be performed, depending on the significance of the business partner to the continuity of the Group's business.

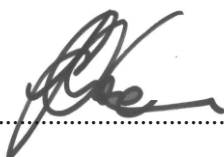
Training

We continue to provide advice and guidance to those employees who have direct responsibility for relevant supply chains and upon commencement of employment in further modern slavery training. We also maintain a Modern Slavery Policy which is available to all staff on our centralised database. All staff are made aware of the business policies relating to standards of behaviour that it requires from them and who to report any concerns to.

Looking ahead

Over the course of the next financial year, we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

Signed on Behalf of the Company:
(Group Finance Director)


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Date:

26th March 2021
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