

## Anti-Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that JWD Holdings Ltd and its subsidiary John W. Doubleday Ltd have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within their business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. JWD Holdings Ltd and its subsidiary John W. Doubleday Ltd are committed to acting ethically and with integrity and transparency in all business dealings.

### Our policies and procedures

As part of our commitment to ensuring that there is no modern slavery or human trafficking in its supply chains, we have the following internal procedures to ensure that it is conducting business in an ethical and transparent manner:

### Supply Chain

As part of our supplier approval process we incorporate a review of controls undertaken by that supplier to ensure there is no evidence of slavery or human trafficking. We will not support or deal with any business involved in slavery or human trafficking.

### Recruitment

We conduct robust checks on any new employee – including eligibility to work in the UK – to safeguard against human trafficking or individuals being forced to work against their will.

### Employment

We are committed to complying with minimum and living wage legislation.

### Approval of this statement

This statement has been approved by the Managing Director in relation to the year ended 30 April 2019

A handwritten signature in black ink that reads "Zoë Spencer". The signature is written in a cursive style with a large, stylized 'Z' and 'S'.

Zoë Spencer  
8 April 2019