

Statement of Jigsaw24 to the Modern Slavery Act 2015

Financial year 2018

This statement sets out Jigsaw24's actions in understanding all potential Modern Slavery risks related to the business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business or its supply chains.

Jigsaw24 are committed to the highest level of ethical standards and integrity in our approach to driving out acts of modern day slavery and human trafficking within our business and from within our supply chains, including sub-contractors, and our partners. We acknowledge our responsibility to the Modern Slavery Act 2015 and will ensure transparency within our Company and with our suppliers of goods and services to the Company.

Jigsaw24 will not support or deal with any business knowingly involved in slavery or human trafficking and our company Directors and Management team will take responsibility for implementing this policy and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation and our supply chains. Jigsaw24 have a zero tolerance approach to any form of modern slavery or human trafficking.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001, ISO 14001, ISO 20001 and ISO 27001. The implementation and operation of this management system underlines our commitment to the policy.

Internal policies:

Jigsaw24 operate a number of internal policies that describe the approach taken to ensure we are conducting business in an ethical and open manner and this applies to all persons working for us or on our behalf.

Policies include:

- Whistle blowing
- Employee code of conduct
- Anti-bribery
- Recruitment
- Terms of business
- Corporate social responsibility

Living wage:

Jigsaw24 is proud to support the principle of a living wage for our workers and we are clear in our ambition to be seen as an organisation that offers good employment opportunities and rewarding careers. We are committed to ensuring that all directly employed and contracted staff receive a fair wage for the job they perform.

Our supply chain:

Jigsaw24 operate a supply chain management policy to show transparency in our commitment to maintaining an ethical approach to global human rights. Jigsaw24 will only do business with organisations with whom no part of their business operations contradicts our policy.

We monitor suppliers and sub-contractors using a three point system of audits; operational performance management, management meetings and customer feedback. Our ISO 9001:2008 quality management system provides us with the processes and procedures for reviewing supplier performance, including a rolling audit programme.

Training:

We conduct training sessions for our Purchasing team, delivered in-house by our Purchasing Manager, so that the team understands and recognises the signs of modern slavery and what actions to take if they suspect breaches are taking place within or supply chain.

This policy was approved by John Hughes – Director of Finance & Operations and will be reviewed annually.



John Hughes
Chief Operating Officer

Date: 14th January 2019