

Anti-slavery and Human Trafficking Statement

John Henry group are committed to maintaining and improving practices to combat slavery and human trafficking

Company Overview

John Henry Group is a leading independent integrated services provider providing best in class expertise, enabling our partner clients to deliver, maintain and upgrade 'next generation' infrastructure footprints across the highways and telecommunications sectors, UK wide.

Our principles and policies

John Henry Group understand the role of corporations has become more significant in achieving a sustainable society and has adopted a Prevention of Modern Slavery Policy. The Policy aims to ensure all John Henry Group businesses take appropriate steps to confirm their and their suppliers commitment to preventing slavery.

This includes our commitments to respect fundamental human rights by providing fair working conditions and prohibiting forced labour, child labour and other illegal labour practices. To ensure rigorous implementation, John Henry Group has a whistleblowing Policy, and encourages its employees to report any incidents that cause them concern. To find out more about John Henry Group principles and policies, please refer to:

Prevention of Modern Slavery Policy

Whistle Blowing Policy

Anti-Bribery & Corruption Policy

Supplier Charter Policy

Sustainable Procurement Policy

Due diligence processes for slavery and human trafficking

We have a risk-based approach to due diligence, and prioritise our efforts and resources based on the potential level of risk in our supply chains.

Supplier adherence to our values

We have zero tolerance of slavery and human trafficking. In the event that we are not reasonably satisfied with suppliers, we require them to explain the responses in detail and/or to submit an improvement action plan. Ultimately, we reserve the right to terminate our contract with suppliers who do not meet our relevant standards.

Training

John Henry Group runs an annual programme of training for all employees on relevant legislation including slavery.

Our effectiveness in combating slavery and human trafficking

We strive to ensure that we do not contribute towards slavery and human trafficking, or other adverse human rights impacts through our supply chains. We intend to only engage those suppliers who comply with the Supplier Charter Policy. In the event that suppliers fail to provide assurances to cease or prevent slavery and human trafficking, or other adverse

human rights impacts, we reserve the right to terminate our business relationships with those suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (a UK Act of Parliament) and constitutes our slavery and human trafficking statement for the financial year ended 31 January 2019.

A handwritten signature in black ink, appearing to read 'Pat Henry', with a long horizontal line extending to the right.

.....
Pat Henry – CEO
John Henry Group

5 April 2019