INTRODUCTION FROM TOM ABSALOM, MANAGING DIRECTOR OF JCA ENGINEERING LIMITED

We at JCA Engineering Limited are proud of the steps we have taken to combat slavery and human trafficking. We are committed to continuous improvement and always strive to improve.

WHO WE ARE

We are a provider of design and construction services in the mechanical and electrical, construction and fit-out sectors and a provider of buildings maintenance services. JCA Engineering Limited is a company with its head office in the United Kingdom and is part of the JCA group of companies. Our ultimate parent company is JCA Head Co Limited. JCA Head Co Limited and its subsidiary companies have their head office in Stevenage in the United Kingdom.

OUR BUSINESS

Our business is organised into four business units:

- Projects division
- Maintenance services division
- Professional design services division
- Fit-out division

OUR SUPPLY CHAINS

Our supply chains include:

- Materials, equipment and plant suppliers
- Maintenance and construction sub-contractors
- Professional consultants

We have a network of suppliers who support us both operationally and in our supply of goods and services. Our supply chains are predominantly UK based.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have considered the nature of our supply chain in order to identify risks and have asked members of that supply chain to make a commitment to us that anti-slavery measures are in place within their respective organisations and that each will comply with our own policy.

We have 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.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure that our supply chain and contractors comply with our ethics we have in place a supply chain compliance programme. This consists of checks at pre-qualification stage of the measures that organisations have in place to combat modern slavery. In order to become an approved supplier to our business, a supplier must demonstrate and commit to a zero tolerance approach to modern slavery.

We have a compliance team, which consists of involvement from the following departments:

- Legal
- Procurement
- The Board of Directors

At JCA we have standard requirements which must be incorporated into our contracts with our supply chain, obliging suppliers to comply with our Anti-Slavery Policy.

AWARENESS

We expect all of our own staff to uphold our legal and ethical obligations. Our Anti-Slavery Policy was publicised internally when first issued and is made available to all new staff upon joining the business.

To reinforce the message, in line with the publication of this statement, a publication has been made on the JCA intranet to draw the attention of all staff to the commitment JCA holds to this statement and the role everyone must play in supporting this commitment.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken to ensure that here is no slavery or human trafficking in our supply chains we intend to carry out an audit of our processes and procedures to ensure that all practical steps are being taken to combat slavery and human trafficking.

This statement applies to all applicable companies in the JCA group (meaning companies with JCA Head Co Limited as parent company), including JCA HQ Group Holdings Limited and JCA Engineering Limited.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's 2017 slavery and human trafficking statement. It was approved by the Board on 20 June 2017.

TOM ABSALOM
MANAGING DIRECTOR, JCA ENGINEERING LIMITED
Date: 20 June 2017