



**James Jones & Sons (Pallets and Packaging) Ltd
Anti-Slavery and Human Trafficking Policy**

Modern Slavery Act 2015 – Anti-Slavery Statement

James Jones & Sons (Pallets and Packaging) Ltd has a zero-tolerance approach to Modern Slavery and complies fully with the disclosure obligations under the Modern Slavery Act 2015.

We are committed to acting ethically and with integrity in all our business dealings and relationships throughout our forestry, sawmilling, pallets and packaging and secondary processing activities. We have implemented and enforced effective systems and controls to ensure Modern Slavery is not taking place in our own business and supply chains.

James Jones & Sons (Pallets and Packaging) Ltd expects our contractors, suppliers and other business partners to uphold equally high standards in all business practices. As part of the contracting process, we include prohibitions against the use of staff sourced from forced, compulsory or trafficked labour and anyone held in slavery or servitude.

This policy applies to all persons working for, or on behalf of James Jones & Sons (Pallets and Packaging) Ltd, in any capacity. This includes, but does not limit, the policy applicability to employees, agency workers, temporary staff, agents, contractors, external consultants, third-party representatives and business partners.

The James Jones & Sons (Pallets and Packaging) Ltd Board of Directors has overall responsibility for ensuring this policy complies with the company's legal and ethical obligations, and that all those under our control comply with it.

Management at all levels of James Jones & Sons (Pallets and Packaging) Ltd are responsible for ensuring those reporting to them understand and comply with this policy, and, are given adequate and regular training on Modern Slavery.

This policy is available on the James Jones & Sons Ltd website.

Peter McKenzie
Managing director

January 2023