
MODERN DAY SLAVERY POLICY

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 (the 'Act') and delineates the measures undertaken by Alexander James Contracts Ltd (AJC) to assess our operations and supply chains, as well as to mitigate any risk of slavery and human trafficking.

AJC acknowledges the persistent issue of slavery and human trafficking as a hidden blight on our global society. Our company's objective is to recognize our responsibility by informing staff about the risks, however small, within our business and the broader supply chain. Staff members are encouraged to report concerns to management, who are expected to take appropriate action. We are steadfast in our commitment to ensuring the absence of modern-day slavery or human trafficking in our supply chains and across all aspects of our business.

Our Anti-Slavery Policy Statement underscores our dedication to ethical conduct, integrity in business relationships, and the implementation and enforcement of effective systems and controls. This policy aligns with and supports the policies, procedures, and requirements documented in our Integrated Management System, which complies with ISO 9001, ISO 14001, and 45001 standards. The implementation and operation of this management system underscore our commitment to this policy statement. Formal procedures addressing slavery and human trafficking, including disciplinary measures for breaches, have been established. We ensure the understanding and communication of this policy at all levels of the company and conduct regular reviews to maintain its relevance.

To achieve our aims, we have initiated specific measures, including but not limited to:

1. Stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts, etc.).
2. Continuous auditing and review of our practices to ensure all employees are paid at least the minimum wage and have the right to work.
3. Encouragement of reporting concerns and protection for whistleblowers.
4. Zero tolerance for slavery and human trafficking, with an expectation that all entities in our supply chain and contractors comply with our values.

To enhance awareness and understanding of the risks of modern slavery and human trafficking, we provide training to relevant staff members, and all Directors have been briefed on the subject.

We use the following key performance indicators (KPIs) to measure the effectiveness of our efforts:

- Completion of Audits by Directors, Managers, Safety managers, and Safety Advisors.
- Utilization of labour monitoring and payroll systems.
- Level of communication and personal contact with the next link in the supply chain and their understanding of, and compliance with, our expectations.

We are committed to maintaining and improving our efforts to ensure that slavery and human trafficking have no place in any part of our business or supply chains.

 Signed:	Date: Jan 2026
Name: Kevin Mullarkey	Date for Review: Jan 2027