

Modern Slavery Statement

As a company Jackson are committed to understanding and minimising the risks of modern day slavery. This Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31st December 2020 and outlines both the steps Jackson have taken so far and will take to ensure that slavery and human trafficking do not occur either within our own business or our supply chains.

Company Structure:

Jackson Civil Engineering Group Ltd, incorporating Jackson Civils Ltd and Jackson Frameworks Ltd, is a civil engineering contractor which operates throughout most of England and is part of One Group Construction Ltd. Our procurement activities take place in England our supply chain partners are predominantly UK and EU based.

Jackson's anti-slavery initiatives are led by the board directors and senior management.

Company Policy:

Our Modern Slavery Policy can be found in CP 301.21 Sustainability Code – People

Our approach this year:

This year has been a very different one for Jacksons and the world generally. Whilst our sites have continued through the pandemic, the human impact of the situation has been a focus for us.

However, we have continued to provide material on the subject of Modern Day Slavery to all sites which includes confidential reporting lines specifically for suspected slavery.

Mindful that senior management site visits were fewer than previous years, we hosted an obligatory modern slavery awareness training course for all employees, including a QR code option for operatives who did not have company email addresses. This was supported by a poster entitled 'Modern Slavery Spot the Signs'.

Risk of modern slavery has been assessed by considering several factors but primarily scope of work. We conclude that the risk of modern slavery in our supply chain generally is low due to the necessity for qualifications and expertise. However, we acknowledge that the risk is higher in 'labour only' providers. Our steps going forward will address this area in particular.

We have continued in our encouragement of the Supply Chain Sustainability School.

Jackson are signed up to the People Matter Charter and are committed to developing our processes in line with this.

Business partners are also made aware of our slavery and human trafficking commitments and are asked to provide assurances that they too will uphold the same standards in their business and supply chains.

What we will do next:

We will continue to review the steps we have already taken and monitor their effectiveness, particularly in respect of the proposed changes to modern slavery reporting.

We will use the guidance provided in the People Matter Charter to develop our approach and we will also continue work to increase awareness further amongst our employees and supply chain using resources available to us through the Supply Chain Sustainability School.

During 2021 we plan to carry out a review of our labour providers by engaging with a third party to audit the processes they have in place to prevent modern slavery amongst their workers.

I, Brian Crofton, hereby certify that the information provided in this slavery and human trafficking statement is accurate and has been approved by the board of directors of Jackson Civil Engineering Group Ltd on 20th January 2021.



Brian Crofton, Managing Director

January 2021