



FRENCH & JUPPS LTD

Anti-Slavery and Human Trafficking Statement (including Child Labour)

We are committed to improving awareness of the practices necessary to combat slavery and human trafficking. Also, to continually assess the risk profile of our business in these areas. Relevant Legislation is contained within Modern Slavery Act 2015.

We are an incorporated Company registered in England; Our Company number is 00165116, incorporated 11th March 1920.

We specialise in the production and sale of coloured and specialist Malts for the brewing and food industries. Our Head Office and production facility is based at The Maltings, Stanstead Abbots, WARE, Herts SG12 8HG.

Our Anti-Slavery and Human Trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships and to ensure that slavery and human trafficking are not taking place within Our Organisation.

We recognise that child labour can result in extreme bodily and mental harm to vulnerable persons (we define this as person under 18 years of age). We endeavour to meet all UK and statutory employment legislation for young persons including pay, number of hours worked and other rights. We ensure that training and guidance for young persons is consistent with HSE guidance and UK legislation. We also commit to ensuring that key contractors and Suppliers are aware of this policy and are aligned to our values.

We have considered the risk profile of our business and our business partners. We seek to comply, both now and in the future, with the highest professional standards. Our expectation is that our business partners, whether direct Suppliers, subcontractors or Third Parties interacting with our business will adhere to appropriate standards of conduct.

We have undertaken a risk-based review to identify and assess potential risk areas in our relationships with the contractors and the suppliers that we use and have set up a register detailing the same.

In order to ensure that all our suppliers and contractors comply with values, all of our significant suppliers should agree to comply with our Anti-Slavery and Human Trafficking policy within their own business and their supply chains, or have their own equivalent policy in place.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we distributed this policy amongst all *Workers*, so it can be easily accessible. Staff are required to sign a formal acknowledgment of these arrangements.



Everyone within our Company is encouraged to report any concerns regarding slavery and/or human trafficking in accordance with our whistleblowing policy.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015. It will be periodically reviewed.

Peter Barnett

Health & Safety Officer

18th June 2024