

MODERN SLAVERY AND HUMAN TRAFFICKING**Modern Slavery & Human Trafficking Policy Statement**

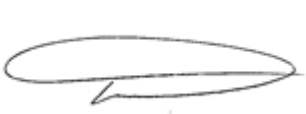
J B Riney & Co Ltd is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within J B Riney & Co Ltd.

J B Riney & Co Ltd will endeavour to ensure that slavery and human trafficking are not taking place within our directly employed workforce, or any of our supply chains. Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we can confirm their identities and that they are paid directly into an appropriate, personal bank account.

We have implemented several processes to ensure, as reasonably practicable, that our supply chain adheres to our expectations concerning their workforce. J B Riney & Co Ltd has mandated, where appropriate, that our supply chain has completed our pre-qualification process, which is aligned to ISO 9001, ISO 14001, and ISO 45001.

These requirements require our supply chain to demonstrate the steps taken to ensure that slavery and human trafficking is not taking place in any part of their business. On every occasion, the information obtained during this process is vetted by a primary and secondary approver. The secondary approver is a senior member of our business and is ultimately responsible for deciding whether or not the supplier is appropriate to work for our business.

J B Riney & Co Ltd carries out audits on supply chain partners, which incorporates physical audits of suppliers' records about workers on our projects, to ensure that they are compliant with our requirements and expectations. Suppliers employing or providing non-UK Nationals undergo an appropriate investigation to understand their recruitment methods and their management of permits and working visas.



Peter Hyde
Managing Director
Riney

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