



ANTI-SLAVERY and HUMAN TRAFFICKING STATEMENT

J.P. Flynn Construction Ltd. recognises and welcomes the Modern Slavery Act 2015. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they will act upon them.

We are a small Company based in Kent, specialising in kerbing and paving projects for several major clients, operating throughout the South East, South West, London and into the Midlands. We are committed to act ethically, being open and honest in our business relationships and to implement effective systems and procedures to ensure that slavery and human trafficking does not take place anywhere in our business or supply chain.

The Company will achieve these aims by our initiative and following measures:

- Zero tolerance to slavery and human trafficking, expecting all those in our supply chain to comply with our values.
- Provide training for our workers on identifying potential unethical conduct.
- Encourage the reporting of concerns and the protection of whistle blowers.
- We shall not knowingly support or deal with any business involved in slavery or human trafficking.
- Continually audit and review our policies and practices.

This Policy Statement is made in accordance with Section 54 (1) of the Modern Slavery act 2015 and shall be reviewed annually by the Directors.

Signed:

A handwritten signature in black ink, appearing to be "John Flynn", written over a light blue horizontal line.

John Flynn

Director

Dated: