

MODERN DAY ANTI SLAVERY POLICY

INTRODUCTION

Modern day slavery and human trafficking remain a hidden stain on our global society. In the Modern Slavery Act 2015 it is described as the offence of 'slavery, servitude and forced or compulsory labour' and 'human trafficking'. As a small independent company we recognise our responsibility to be alert to the risks in our business and in the wider supply chain.

ORGANISATION'S STRUCTURE

James Burleigh Ltd are a London based design and manufacturer of contemporary furniture.

OUR SUPPLY CHAIN

Our supply chain extends to Europe in respect of the sourcing of timber, laminate, adhesive, upholstery products and component parts. We are alert to the fact that our biggest exposure to the potential of modern slavery is in our sourcing activities and we aim to mitigate our risks by limiting our supply chain to principled contractors who promote sustainable and responsible supplies.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chain or in any part of our business and to this end conduct ourselves in an ethical manner with due regard for social responsibility, labour conditions, human rights, business ethics and environmental sustainability.

We are committed to legal compliance, ethical standards and fundamental human rights as described in the ILO's international law on forced labour such as the Abolition of Forced Labour Convention (C105) and Worst Forms of Child Labour Convention (C182) and we are committed to supporting any person representing James Burleigh Ltd to avoid slavery.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate the crime of modern day slavery and human trafficking we

- encourage the reporting of concerns to a manager or director of the business and
- ensure a high level of understanding of the risks of modern slavery and human trafficking is made available to all members of staff.

FUTURE

It is our intention to raise awareness of the risks of modern slavery and human trafficking by educating and training our staff and colleagues regarding this pernicious offence.

KEY PROVISIONS ON RISK

- James Burleigh Ltd will not charge directly or indirectly, in whole or in part, any fees or costs to workers for recruitment.
- There is no compulsory overtime within the business. Any overtime available is offered to all employees without discrimination
- James Burleigh Ltd does not and will not hold any passports or ID documents from their employees