



Unit 15, Saxon Way East, Oakley Hay Industrial Estate, Corby, NN18 9EX

Modern Slavery and Human Trafficking Statement for 2023/24

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015.

Jayplas, the registered trademark and the trading name J. & A. Young (Leicester) Ltd. is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards any form of Modern slavery and human trafficking, we are committed to acting ethically and with integrity and transparency in all business dealings, putting effective systems and controls in place to safeguard against any form of modern slavery and human trafficking taking place within our business and we require our supply chain, customers to comply with our values.

Who we are and what we do.

Jayplas operates in the Plastic recycling Industry sector since its incorporation in 1975. With over 38 years of experience, we have expanded to be one of the United Kingdom's (UK) independent plastic recycling companies and have facilities that operate within the UK that are BSI certified.

Using the latest technology and keeping upto date with the latest innovations in our sector, we offer a 360-degree recycling service, from sorting post-consumer plastic packaging though to delivering products that can be used back into the plastic packaging supply chain, and finish recycled packaging products for use in plastic packaging supply chain.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Anti-slavery policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the United Kingdom checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- **Code of business conduct.** This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Due Diligence

We operate a Supplier code of conduct and maintain a preferred supplier list. As part of our efforts to monitor and reduce the risk of Modern slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures before allowing a supplier becoming part of our preferred supplier list.



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- Evaluating the Modern slavery and human trafficking risks of each new supplier by performing an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and human trafficking;
- Checking suppliers with external third parties for any Modern slavery or human trafficking risks;
- Creating an annual risk profile for key suppliers;
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

Risk and compliance

In addition to the above, we evaluate the nature and extent of its exposure to the risk of Modern slavery and human trafficking occurring in its supply chain through:

- Requesting statements that the supplier has taken steps to eradicate modern slavery and human trafficking within their business;
- They hold their own suppliers to account over modern slavery and human trafficking;
- For United Kingdom based suppliers, they pay their employees at least the national minimum wage /national living wage (as appropriate);
- For international suppliers, they pay their employees any prevailing minimum wage applicable within their country of operations.

We may terminate a Supplier contract at any time should any instances of modern slavery and human trafficking come to light.

Training

We regularly conduct training for our procurement and sales teams so that they understand the signs of modern slavery and human trafficking and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that Modern slavery and human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, our supply chain, the public, or law enforcement agencies to indicate that modern slavery and/or human trafficking practices have been identified.