

Modern Slavery Policy

MJ Hughes Limited is actively committed to preventing involvement in acts of modern-day slavery, human trafficking and use of child labour from within its own business and from within its established supply chain.

The fair and lawful treatment of our employees and stakeholders affected by our activities is fundamental to our success. We believe there is never any conflict between the company's long-term success and our obligation to treat employees and stakeholders fairly and with respect.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation, to our Clients and with all suppliers of goods, services and labour to the organisation.

The Company will not support or deal with any business knowingly involved in slavery, human trafficking or use of child labour.

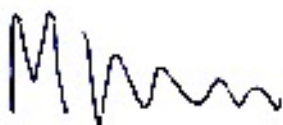
MJ Hughes Limited's policy is to annually monitor and review the following steps which the Company has identified to ensure that slavery, human trafficking or use of child labour is not occurring within the business or our supply chain partner's business, we will:-

- Monitor and review the effectiveness of the Company's: Ethical Conduct Policy, Anti Bribery Policy and Right to Work in the UK Policy
- Monitor and review to ensure all direct employees are legally compliant to work in the UK
- Monitor and review to ensure all sub contracted labour is sourced from legitimate agencies and companies
- Monitor and review to ensure supply chains partners are compliant with the Modern Slavery Act 2015 and that they prohibit the use of child labour.
- Train our employees and subcontractors to ensure they understand how to identify and report concerns about slavery and human trafficking.

We will also confirm the presence of these arrangements to our supply chain partners.

The Managing Director, who has overall responsibility for this policy, will ensure the provision of adequate resources for its implementation and will regularly assess the continuing improvement of the Company's Modern Slavery policy.

This policy will be brought to the attention of all employees and subcontractors working on behalf of the Company and reviewed at least annually.



Michael Hughes
Managing Director

Dated: 01/02/21