



## Modern Slavery and Human Trafficking Statement

### 1. Introduction

Here at J Banks & Co Ltd we are fully committed to understanding the risks that modern slavery poses to our business and aim to ensure that there is no modern slavery in our own business and that our supply chain is also free from such practices.

This statement relates to actions and activities during our financial year and is reviewed on an annual basis.

### 2. Organisational Structure and Supply Chain

J Banks are well established as one of the UK's leading Manufacturers of Door and Window Hardware solutions.

Today we major in the design, development and manufacture of hardware and restrictors for the door and window industry, with their main customers being System Companies, fabricators and distributors.

From our centrally located 40,000sq ft. purpose built factory and administration centre we house a comprehensive design and development division, incorporating the latest CAD/CAM software and advanced rapid prototyping equipment.

Our site manufacturing facilities include the very latest equipment for precision turned parts, pressure zinc diecasting, plastic injection moulding and multi axis machining centres, alongside high volume presswork and assembly lines, inspection, warehousing and nationwide distribution.

The company's diverse portfolio of products includes architectural door hardware and accessories; door and window safety restrictors, bi-fold door hardware, sliding sash hardware, locking and security devices and bespoke products specifically designed, developed and manufactured to meet a customer's exact specifications.

The nature of our supply chain consists of the sourcing of both raw materials and ready made products connected with the manufacturing door and window hardware. 99% of these are sourced from suppliers located in the UK, any non UK based suppliers are diligently checked before use.

### 3. Responsibility

The Managing Director has responsibility for ensuring the compliancy of the business and for all suppliers within the supply chain.

### 4. Related Policies

The following policies and company documents relate to the Modern Slavery and Human Trafficking Statement:

- **Whistleblowing Policy**  
The aim of this policy is to encourage the raising of genuine concerns that people might have about certain wrongdoings within the company without fear of reprisal, including the practices of Slavery, Human Trafficking or abuse of human rights. It applies to all employees, apprentices, workers and anyone else who has a contract to carry out work for us personally who have any concerns of wrongdoing or malpractice in relationship to the activities of the business or its supply chain.
- **Corporate Social Responsibility Policy**  
The purpose of this policy is to establish a moral and ethical framework which encourages responsible behaviour and good practice. Its intention is also to promote the conducting of our business and its activities with respect and integrity at all times, ensuring we operate in a way that safeguards against unfair business practices, discrimination and environmental harm.

### 5. Due Diligence

J Banks will undertake due diligence checks when considering new suppliers. These checks will be completed along with all other types of business verification checks (financial checks and professional/trade certification) and will look for evidence of any form of slavery (such as compulsory or forced or child labour).

We will look to review our existing suppliers and get confirmation from them that they are acting within the law when it comes to their use of labour. Where possible, we will endeavour to help suppliers to eradicate any slavery practices they discover in their own supply chain.

J Banks will terminate their agreements with any suppliers found to be engaging in any form of slavery and their activities will be reported to the appropriate authorities.

Furthermore J Banks carry out background check on all new employees to confirm their right of employment.

#### **6. Key Performance Indicators**

We look to verify our compliance to the Modern Slavery Act 2015 by using the following processes:

- The use of the Whistleblowing policy to bring to light acts of slavery.
- Developing a system for supply chain verification
- Review of our existing supply chains
- Training for relevant staff on awareness of the key signs that modern slavery can take.

#### **7. Training**

Look to train relevant staff to be aware of the different forms of modern slavery can take.