

Modern Slavery and Human Trafficking Policy

James Anthony Workwear Limited

1. Policy Statement

James Anthony Workwear Limited is committed to preventing modern slavery and human trafficking in all parts of our business and supply chains. We recognise our responsibility to act ethically, with integrity and transparency, and to implement effective systems and controls to safeguard against modern slavery.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced or compulsory labour, and human trafficking. We have a zero-tolerance approach to modern slavery.

2. Our Business

James Anthony Workwear Limited operates in the workwear and clothing sector, supplying products to customers across the UK. Our activities include sourcing, manufacturing (directly or indirectly), distribution, and sales of workwear and related products.

While we do not consider our business to be high risk, we acknowledge that the apparel and textile supply chain can present potential risks of modern slavery, particularly at manufacturing and raw material stages.

3. Our Commitment

We are committed to ensuring that:

- Modern slavery does not occur within our business operations
- Our suppliers and business partners uphold the same high standards
- Workers are treated fairly, lawfully, and with dignity
- We comply with all relevant laws and regulations relating to human rights and employment

4. Policies and Procedures

To support our commitment, we have implemented the following measures:

- Ethical business practices across all operations
- Clear expectations communicated to suppliers and contractors
- Compliance with UK employment law, including minimum wage, working hours, and right-to-work checks
- Safe and fair working conditions for all employees

5. Supply Chain Management

We expect all suppliers, manufacturers, and contractors to:

- Comply with all applicable laws regarding labour, health and safety, and human rights
- Not use forced, bonded, or involuntary labour
- Not employ child labour
- Allow workers freedom of movement and the right to terminate employment

Where appropriate, we may request confirmation of compliance, conduct supplier assessments, or take corrective action if concerns are identified.

6. Due Diligence and Risk Assessment

We take a proportionate, risk-based approach to modern slavery due diligence by:

- Identifying areas of higher risk within our supply chain
- Engaging with suppliers to understand their labour practices
- Reviewing supplier relationships where concerns are raised

If modern slavery risks are identified, we will take appropriate steps, including working with suppliers to improve standards or terminating relationships where necessary.

7. Reporting Concerns

Employees, suppliers, and other stakeholders are encouraged to report any concerns relating to modern slavery or unethical practices. Reports can be made confidentially to company management.

We are committed to ensuring that no individual suffers detrimental treatment for raising concerns in good faith.

8. Training and Awareness

We aim to ensure that relevant employees are aware of the risks of modern slavery and understand how to identify and report concerns. Training and awareness will be proportionate to roles and responsibilities.

9. Review and Approval

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, business operations, or supply chain risks.

This policy is approved by the Board of Directors of James Anthony Workwear Limited and reflects our ongoing commitment to ethical business conduct.

Approved by: *James Hewson*

James Hewson
James Anthony Workwear Limited

Date: 06/01/2026