



## **MODERN SLAVERY STATEMENT**

### **ORGANISATION**

This statement applies to all companies within and associated to Jangro Limited (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year 2019.

### **ORGANISATIONAL STRUCTURE**

Jangro is a janitorial supply group. Its network of 46 independent companies provide products and services across England, Ireland, Scotland, Wales and the Isle of Man.

Jangro's product range covers a wide variety of categories including catering, chemicals, equipment and hardware, floor care, washroom hygiene, healthcare/clinical, machines, paper, workwear/PPE.

The organisation performs the sale of the aforementioned goods through the Jangro Membership and via its website. Demand for our product is consistent throughout the year and is therefore not seasonal.

The labour supplied to the Jangro Group in pursuance of its operation is carried out in the United Kingdom at its Head Office in Bolton and 46 Jangro member locations as listed below.

#### The Group Structure

Board Members: The Group is controlled by a Board of Directors. The Board consists of a Chairman and six elected Jangro members.



Central Head Office: Administration for the group is handled via a central office based in Bolton, Lancashire. Departments at Head Office include accounts, general administration, procurement, sales and marketing, website, customer services and national accounts. Head Office is managed by a Chief Executive Officer.



Procurement Committee and Sales & Marketing Committee. Each committee is responsible for procurement and sales developments of the group. Each committee consists of a Chairman, two Jangro Board Members and at least two Jangro members.



Jangro Group Membership: 46 independent distributors based across the UK and Ireland. A breakdown of sites is listed below.

<b>COMPANY</b>	<b>AREA</b>
ACE HYGIENE SUPPLIES	REDHILL
ACE JANITORIAL SUPPLIES	SHEFFIELD
ADCOCK EXPRESS	CAERPHILLY
ATLAS JANITORIAL	DERBY
AVICA (UK) LTD	WATFORD
AVICA (UK) LTD	KENT
AVICA (UK) LTD	NORTHAMPTON
BORDER JANITORIAL SUPPLIES	SHROPSHIRE
BOWAK LTD	READING
CANORE LTD	CO. WESTMEATH, IRELAND
CATERITE FOOD & WINESERVICES LTD	CUMBRIA
CCL SUPPLIES	CAMBRIDGE
CO-AN UK LTD	PERTHSHIRE
COMAX (UK) LTD	DORSET
CORK HYGIENE LTD	CORK, IRELAND
CRYSTAL CLEANING SUPPLIES	SIDCUP
CUTLER CLEANING SUPPLIES	MACCLESFIELD
D & E PRODUCTS LTD	GLASGOW
D R CASWELL LTD	BILLINGHAM
FORCE FRESH LTD	NORFOLK
ICP HYGIENE	BEDFORD
INDUSTRIAL CLEANING EQUIPMENT	DUBLIN
INTERCLEAN CLEANING & HYGIENE	BELFAST
JANGRO (LEICESTER) LTD	LEICESTER
JANITORIAL EXPRESS	LONDON
KEN BOOTH & CO LTD	HUNTINGDON
MACGREGOR INDUSTRIAL SUPPLIES	INVERNESS

MACGREGOR INDUSTRIAL SUPPLIES	ABERDEEN
THE MAINTENCE SUPPLY CO	ESSEX
OCEAN CORPORATE HYGIENE	MIDDLESEX
PATTERSONS	BRISTOL
PATTERSONS	NEWTON ABBOT
PATTERSONS	REDDITCH
PATTERSONS	ROCHDALE
PETER HOGARTH & SONS LTD	GRIMSBY
PRIME INDUSTRIAL & JANITORIAL	DUNFIRMLINE
PROFESSIONAL PAPER SUPPLIES LTD	YORK
QUALITY SERVICES	EAST SUSSEX
SCOTT JANITORIAL	KEIGHLEY
SIMON SAFETY	PEMBROKESHIRE
SWIFT CATERING	CORNWALL
THOMAS GRAHAM & SONS LTD	CARLISLE
THOMAS GRAHAM & SONS LTD	MORECAMBE
VANITORIALS LTD	ESSEX
WDS	ISLE OF MAN
WRAY BROS	LIVERPOOL

## **DEFINITIONS**

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## **COMMITMENT**

The Jangro Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Jangro Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.



The Jangro Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Jangro Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

### **SUPPLY CHAINS**

In order to fulfil its activities, the Jangro Group's main supply chains include those related to cleaning and hygiene products and equipment from various supplies in both the United Kingdom and Europe. We understand that the Jangro Group's first-tier suppliers are manufacturers and therefore have further contractual relationships with raw material suppliers.

### **POTENTIAL EXPOSURE**

The Jangro Group considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### **STEPS**

The Jangro Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Jangro Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Jangro Group has taken the following steps to ensure that modern slavery is not taking place:

- Review supplier contracts on a yearly basis to ensure all suppliers to the group adhere to the Supplier Quality System.
- Comply to regulation ISO 45001 for the well-being of employees.
- Regular measures are in place to identify and assess the potential risks in its supply chains.

### **KEY PERFORMANCE INDICATORS**

The Jangro Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Jangro Group or its supply chains.

- Supplier Quality System Audit
- Employee Induction
- Annual employee appraisals
- Equal Opportunities form

**POLICIES**

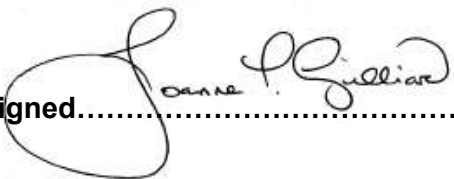
The Jangro Group has the following policies which further define its stance on modern slavery.

- Modern Slavery Statement
- Supplier Quality System Audit
- Environmental Policy
- Equality and Diversity Statement
- Health and Safety Policy
- Method Statement
- Quality Statement

**SLAVERY COMPLIANCE OFFICER**

The Jangro Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Jangro Group's obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

Signed.....

***Joanne Gilliard, Chief Executive Officer***