



## **MODERN SLAVERY STATEMENT**

### **A) ORGANISATION**

This statement applies to Jestic Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 1st January to 31st December 2025.

### **B) ORGANISATIONAL STRUCTURE**

The following items will be included in the statement.

- 1) The structure of our organisation, the business operations of the organisation and the supply chains.
- 2) Our policies in relation to slavery and human trafficking.
- 3) The due diligence processes that we carry out to ensure that there is no slavery or human trafficking in our business and supply chains.
- 4) Identification of any parts of our business and supply chains where there is a risk of slavery or human trafficking take place, and the steps that we have taken to assess and manage the risk.
- 5) An assessment of the effectiveness of the measures that we have taken to stop slavery and human trafficking taking place, and the way that we assess and manage the risks that are identified.
- 6) A statement that training about slavery and human trafficking is available to all employees.

### **C) DEFINITIONS**

The Organisation 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.
- providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.

### **D) COMMITMENT**

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

The Organisation 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 Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

### **E) SUPPLY CHAINS**

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of food service equipment from various suppliers in both the United Kingdom, America, France, Germany, Italy, South Korea, Spain and Sweden. We understand that the Organisation first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

### **F) POTENTIAL EXPOSURE**

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in its food service equipment supply chains because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Organisation 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.

### **G) STEPS**

The Organisation 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 Organisation 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 Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Evaluating the modern slavery and human trafficking risks of each new indirect supplier by requesting they complete a Modern Slavery Act due diligence questionnaire via Jestic supply chain procurement platform.
- Create a risk profile for each indirect supplier, where appropriate, based on the response within the Modern Slavery Act due diligence questionnaire.
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan, including the termination of the business relationship.
- Insertion of a Modern Slavery Act clause in our supplier contracts. Contracts with suppliers will include clauses on the Act and risk factors. Zero tolerance for modern slavery and respect for human rights will be built into supplier contracts and represented in dialogue with sub-contractors, customers, and other business partners.

## **H) POLICIES**

The Organisation has the following policies which further define its stance on modern slavery:

- Modern Slavery
- Anti-Bribery
- Whistleblowing
- Personal Harassment
- Equality, Inclusion and Diversity

## **I) TRAINING**

The Organisation provides Modern Slavery training to Senior staff to effectively implement its stance on modern slavery.

## **J) SLAVERY COMPLIANCE**

The Managing Director is the Organisation's contact to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Signed**

**Managing Director**  
**Date of approval: 4th April 2025**