

JMJ Bulk Packaging



Modern Slavery Statement

JMJ Bulk Packaging recognise that we should endeavour to ensure that we have a positive impact on the working conditions of those working directly or indirectly for our business and also minimize any negative impact we, or our suppliers, might have on the planet.

We try to ensure that our suppliers share our vision of fair and safe working conditions and minimal negative environmental impact.

Our Ethical Trading Statement covers our minimum requirements in these areas and all our suppliers, and their supply chains, have confirmed their adherence to the following standards:

1. Child Labour

NO Child labour is used by any suppliers in our supply chain.

A child is defined as any person under the age at which the local minimum age law stipulates for work or mandatory schooling. As a general rule this would be anyone under fifteen years of age.

2. Slavery, Forced, Bonded* or Involuntary Labour

Bonded Labour, e.g. a person becomes a bonded labourer when their labour is demanded as a means of repayment for a loan.

There is **NO** slavery, forced, bonded or involuntary labour in use across a supplier's operation.

To ensure compliance, workers should have the legal right to work at the premises, to leave the premises at the end of their working day and the freedom to terminate employment at any time in accordance with the agreed notice period.

3. Human Trafficking

There are **NO** workers who could be considered to have been subject to Human Trafficking.

To ensure compliance, workers cannot be recruited through a person who arranges or facilitates the travel of another person. It is irrelevant whether that person has consented to travel.

4. Health and Safety Hazards

Workers **MUST BE** prevented from exposure to any health and safety hazards that are likely to pose an immediate risk of causing death, permanent injury or illness.

5. Working Hours

A reliable system for recording working hours and wages for each individual employed is in place within a supplier and these should be available for audit.

6. Business Ethics

There is **NO** bribery of any form or description offered or used in relation to our business.