

## **LABOUR STANDARD ASSURANCE AND MODERN SLAVERY POLICY**

James Walker Textiles Ltd recognises its responsibility to be Socially Accountable for all employees working within the Company and for ensuring, so far as is reasonably practicable, that the Company's Suppliers act ethically and meet the employment laws of their country, as well as providing a healthy and safe working environment for the welfare of those employed.

James Walker Textiles Ltd attaches the greatest importance to legal and social compliance in respect of all employees engaged in the Company's Supply Chain irrespective of their position globally, and considers this to be a management responsibility ranking equally with other management functions within the organisation.

It is the policy of James Walker Textiles Ltd to take all reasonable practicable steps, whilst evaluating Suppliers at the outset and throughout any working relationship, to ensure that the Company and the Suppliers we work with meet internationally recognised Labour Standards and Modern Slavery guidelines.

To this end the Company will allocate the necessary resources, training throughout the Company and enlist the active support and co-operation of Senior Supplier Management, upon whom duties are also imposed by the Law of the Land and internationally respected Standards and Codes of Conduct.

James Walker Textiles Ltd regards the standards set by the various relevant statutory provisions as the minimum standard, which must be achieved, and will endeavour to improve upon these standards where possible.

It is James Walker Textiles Ltd policy, as far as is reasonably practicable, to ensure compliance giving particular consideration to key areas of concern:

- Laws and Ethical Standards
- Child, Forced Labour, Human Trafficking and Restriction of Movement
- Remuneration, Debt Bondage, Working hours and Disciplinary practices
- Discrimination and Freedom of Association
- Health and Safety
- Environment

Also in order to meet the Company's objectives relative to Corporate Responsibility to ensure that goods and services we manage, irrespective of Country of Origin, are supplied in line with customer requirements by ensuring that the following criteria is met:

- Ethical responsibilities
- Risk of Supply
- Damage to the Company's reputation due to adverse publicity
- Quality of goods and services

Adequate facilities and arrangements will be maintained for there to be effective communication and consultation regarding issues of Social Accountability and Ethical behaviour to be communicated to those responsible for implementation and continued compliance. The Whistleblowing Policy can be followed for suspected or confirmed breaches.

Competent people will be appointed to assist us in meeting our statutory duties including, where appropriate, specialists from outside the organisation.

The Company's performance will be monitored to ensure Labour Standard objectives, targets and programmes are achieved by an independent auditing authority.

The LSAS and Modern Slavery policy will be regularly reviewed and, if necessary, revised in the light of legislative or organisational changes.

In writing the above policy James Walker Textiles Ltd have referred to the following sources:

- NHS – Supplier Code of Conduct
- The ETI Base Code
- Social Accountability International – SA8000
- UN's Universal Declaration of Human Rights
- Modern Slavery Act – 2015
- ILO – Indicators of Forced Labour

We believe that the above policy to be entirely appropriate for James Walker Textiles Ltd relative to the size of its business operations.

James P.S Walker  
Director

A handwritten signature in blue ink, appearing to read 'James P.S Walker', written over the printed name and title.

Date: 29.09.2020  
Amendment : 1.2  
JWT021