



MODERN SLAVERY POLICY

Title:	Modern Slavery Policy
Document Type:	Policy Statement
Reviewed By:	Lucy Turner - Carbon Assistant
Review Status:	Under Review
Next Review Date:	08/07/2026
Approved By:	Derek Pierce – Managing Director
Date:	08/07/2025



POLICY STATEMENT

Modern slavery is a serious and indefensible abuse of fundamental human rights. J & D Pierce (Contracts) Ltd recognises its moral and social responsibility to take a zero-tolerance approach to all forms of modern slavery, including forced labour, servitude, and human trafficking. We are committed to ensuring that slavery and human trafficking have no place in our business operations or supply chains.

We actively work to prevent these practices by reviewing our business activities and engaging responsibly with suppliers and subcontractors. Our approach is aligned with our values and our legal obligations under the UK Modern Slavery Act 2015.

SCOPE

This policy applies to all employees of J & D Pierce (Contracts) Ltd, as well as to our subcontractors, suppliers, and business partners. It covers all operations, projects, and procurement processes under our control or influence.

OBJECTIVES

The aim of this policy is to identify, prevent, and mitigate the risk of modern slavery across our organisation. We are committed to assessing risks within our supply chain, embedding ethical conduct throughout our business relationships, and maintaining full compliance with legal and regulatory obligations.

CURRENT ACTIVITY AND DUE DILIGENCE

We conduct due diligence when engaging new suppliers and are in the process of reviewing our existing supplier base. This includes understanding our supply chains to assess whether certain products or geographic areas pose a higher risk of slavery or trafficking.

We assess potential and existing suppliers through our pre-qualification processes, which require them to provide documentation relating to their ethical and labour practices. All pre-qualification materials are reviewed by our Quality Manager before any supplier or subcontractor is approved for use.

If suppliers fail to meet our expectations or do not take corrective action within a reasonable timeframe, we reserve the right to terminate the business relationship. This ensures that we only engage with partners who share our commitment to ethical labour practices.

SUPPORTING POLICIES

Our wider ethical commitments are supported by a set of internal policies which reinforce this approach.

The Whistleblowing Policy encourages employees to report any concerns about unlawful behaviour, malpractice, or risks to health, safety, or the environment. This includes suspicions related to slavery or trafficking.

Our Sustainability Policy requires all suppliers to provide safe working conditions, treat workers with dignity and respect, and comply with the law in their labour practices. Any serious breach of this policy may lead to immediate termination of the business relationship.

The Company's Ethical Policy outlines the standards of conduct and values expected throughout the organisation, ensuring integrity in all areas of operation.

TRAINING AND AWARENESS

Training is provided to employees working in supply chain management or other roles where slavery and human trafficking risks may arise. This training covers how to assess risk, identify warning signs, and report concerns through the appropriate channels.



Awareness training is also provided to board members, directors, and relevant managerial staff, helping to ensure a company-wide understanding of modern slavery issues and responsibilities.

RESPONSIBILITIES

The Director of J & D Pierce (Contracts) Ltd is responsible for approving and reviewing this policy on an annual basis. Managers are expected to implement the policy within their areas of responsibility and to ensure their teams are aware of and comply with the company's stance on modern slavery.

All employees have a duty to report any suspected breaches or unethical behaviour. They are encouraged to do so in good faith and will be supported throughout the reporting process.

LEGISLATIVE REFERENCE

This statement is made in accordance with Section 54(1) of the UK Modern Slavery Act 2015 and represents our slavery and human trafficking statement for the current financial year.

REVIEW AND APPROVAL

This policy will be reviewed annually or sooner if there are significant changes in legislation, company structure, or operational risk. Any updates will be approved by the Director and communicated across the organisation.

Signature: 

Position: Managing Director

Date: 08/07/2025



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