**S&J Transport Ltd REF P004:2018**

**MODERN DAY SLAVERY ACT 2015 POLICY STATEMENT.**

**S & J Transport Ltd** recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chain or any part of our business. Our Anti-slavery Policy Statement reflects our commitment to act ethically and with integrity in all our business relationships to ensure slavery and human trafficking is not taking place anywhere in our business.

This is reinforced by training sessions to all members of the company and is reviewed annually by the directors to ensure its continuing suitability and relevance to the company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):

* More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies contracts etc
* Continually audit and review our practices for checking all employees are paid at least the minimum wage and have the right to work;
* We encourage the reporting of concerns and the protection of whistle blowers
* The company will not knowingly support or deal with any business involved in slavery or human trafficking.
* We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business we provide training to all members of staff. All management have been briefed on the subject.

We use the following to measure working hours and rates of pay

* Working hours are monitored via Tachomaster digital recording System
* Sage payroll system checks minimum rates of pay
* Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our company’s slavery and human trafficking statement.

For transparency the company will publish the Modern Day Slavery & Trafficking Act 2015 Policy Statement on its website for the public, consumers, and employees to view.

This policy applies to all those employed by S&J Transport Ltd

Signed ………………………………………………………M.D Date January 2018

S & J Transport Ltd