

JAN SNEL LIMITED, SLAVERY AND HUMAN TRAFFICKING STATEMENT

ORGANISATION'S STRUCTURE

Jan Snel Daiwa House is a European manufacturer of portable and modular building solutions. We are a part of the Daiwa House Europe which is also our ultimate parent company. Jan Snel Daiwa House has its head office in the The Netherlands. Jan Snel Daiwa House has more than 400 employees and operates in Europe. Jan Snel Daiwa House has a global annual turnover in excess of €150m. Further details about Jan Snel Daiwa House can be found at www.jansnel.com

OUR BUSINESS

Jan Snel Daiwa House provides portable and modular buildings for sale and hire, and offsite manufactured permanent buildings for sale for temporary, semi-permanent and permanent use across a range of sectors and for a variety of applications, from offices, nurseries and classrooms to hospital wards, call centres and laboratories.

OUR SUPPLY CHAINS

Our supply chains are responsible for sourcing and purchasing a wide range of materials and the provision of a variety of subcontractor services. Materials include items such as steel, timber and bulk chemicals for our manufacturing process and others such as furniture, electrical, ironmongery and windows for our assembly and fit-out of finished units. The provision of subcontractor services for delivery and installation includes roofing, cladding, flooring, groundworks, plumbing and mechanical and electrical.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This stance is in line with our Business Ethics policy.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING


As part of our initiative to identify and mitigate risk we pursue an approach of continual improvement to strengthen the mitigation of risk of slavery and human trafficking. We have processes to ensure that suppliers and subcontractors are engaged via a controlled process and are subject to approval by experienced, qualified and knowledgeable procurement professionals in our central procurement function before they are contracted to supply materials or provide sub-contract services. Our engagement process clearly sets out the standards and expectations that we require all of our supply chain partners to achieve with regards to slavery and human trafficking. We have processes that enable us to (where possible) identify and mitigate any potential risks within the supply chain. These processes are under constant review to maintain their effectiveness. We have systems in place to protect whistle blowers. We continue to hold Achilles accreditation.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we require our suppliers and subcontractors to adhere to our Supplier Code of Conduct. All suppliers are asked to return a written declaration to confirm their compliance with the Modern Slavery Act 2015.

TRAINING AND AWARENESS

The business made the decision during 2020 to reconsider its approach to how it engaged with colleagues to ensure they have the awareness of issues relating to modern slavery and human trafficking (alongside other matters of legal and regulatory compliance) relevant and appropriate



to their role within the organization.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We have brought this statement to the attention of those in our procurement & purchasing functions and given the opportunity to provide feedback, to raise queries and to have them answered. Our central procurement team is currently carrying out an assessment of the risk of noncompliance in our supply chain. The team is also discussing with the Quality function how we can update and improve the supplier auditing process to ensure compliance to the standards agreed. We require our suppliers to adhere to our policies (including Business Ethics Policy, Anti-Bribery and Corruption Policy, and Equal Opportunity and Diversity Policy) and seek express acknowledgement of this through our Supplier Code of Conduct.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

This statement was approved by the Board of Directors of Jan Snel Limited on 3 August 2020.

Harry van Zandwijk
CEO

