



## Slavery & Human Trafficking Policy

ZJ Mechanical Limited t/a ZJ Building Services is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors and partners.

The company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These make up the supply chain within ZJ Mechanical Limited t/a ZJ Building Services.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues.


The level of management control required for these sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

This policy will be communicated to all levels of the company.

This policy statement will be reviewed annually to ensure its continuing suitability and relevance to the company activities and published.

|               |   |                 |                   |
|---------------|---|-----------------|-------------------|
| <b>Signed</b> |  | <b>Position</b> | Managing Director |
| <b>Name</b>   | Lewis Thurwell  | <b>Date</b>     | 18.09.2025        |