

Annual Modern Slavery Statement

Introduction

JGC Engineering and Technical Services Ltd (JGC) is committed to the prevention of Modern Slavery and Human Trafficking and will not tolerate or condone any such identified act within any aspect of our business activities.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015, it sets out the activities undertaken by the Company in respect of the prevention of Modern Slavery and Human Trafficking and constitutes the Company's annual statement for the financial period 1st June 2020 to 31st May 2021.

Organisational Structure

JGC Engineering and Technical Services Ltd provides a diverse range of specialist engineering services in support of the manufacture of assets for both public and private sector customers in the UK Energy Sector. Our work is conducted solely in the United Kingdom and delivered by a directly employed workforce, all of whom are fully eligible to work within the United Kingdom, and many are regularly subject to various levels of security vetting.

JGC Engineering and Technical Services Ltd recruit our staff directly and believe that no worker should pay for a job. The cost of the recruitment of ANY worker engaged by JGC will be borne by JGC and not the worker and as part of our due diligence and risk identification processes, we will require that our supply chain also adheres to this principle.

Supply Chain

Given the nature of our organisational structure, our model of directly employed work delivery and our use of a UK based Supply Chain, we consider that any exposure to risk of Modern Slavery or Human Trafficking is extremely low and that should any risk exist it is most likely to be within the extended Supply Chain. We work closely with our Tier 1 members of our Supply Chain in the identification of such risk to ensure it is addressed in an appropriate manner.

Modern Slavery Policy

JGC Engineering and Technical Services Ltd has implemented a comprehensive policy in slavery and human trafficking which is available upon request. This policy details our business approach to the prevention of Modern Slavery and Human Trafficking, along with the processes used to support and deliver our commitment. This policy and commitment has been communicated to our Tier 1 Supply Chain partners for their information and action.

We operate a risk based approach to the identification of Slavery and Human Trafficking the principle of which is based on the location of the product or service, industry sector, supplier relationships and existing data held, supported by additional information and guidance obtained from, but not limited to sources such as the Global Slavery Index and Corruption Perceptions Index.

Due Diligence and Identification of Risk

JGC Engineering and Technical Services Ltd policy of direct employment is supported by robust processes which ensure that an individual's identity is confirmed, and they have a legitimate right to work in the United Kingdom. This policy and the right to work checks undertaken by our staff minimise the risk of employing forced labour or those who may be subject to human trafficking.

Where JGC do utilise labour only sub-contractors, we have introduced due diligence checks to ensure that, as a minimum, labour providers comply with our commitment to the Prevention of Modern Slavery and their processes for recruitment contain no illegal labour practices.

Notwithstanding that, JGC Supply Chain is primarily UK based. Part of supplier assessment questionnaires is the request for Statements and Policies on Modern Slavery. This supplier assessment process is now part of normal business.

Communication and Training

JGC Engineering and Technical Services Ltd commitment to the prevention of Modern Slavery and Human Trafficking comes directly from our Board of Directors. Their leadership and commitment to this important social issue has been clearly communicated both internally to employees and externally to subcontractors and Tier 1 Supply Chain partners.

Employees who have a direct responsibility and involvement for the engagement of workers and for dealing with supply chain matters have received appropriate levels of training in the Modern Slavery



and Human Trafficking issues.

We acknowledge that during the Pandemic we had large numbers of employees furloughed.

We maintained progress in the year which was difficult and we are in a long-term process in our approach to the Prevention of Modern Slavery and Human Trafficking and this will undoubtedly evolve year on year. We will utilise our annual statements to reaffirm our continued commitment and communicate this evolution including the steps we have taken and will continue to take do deal with this socially important issue.

The Board of Directors have reviewed, accept and fully support this statement.

A handwritten signature in black ink, appearing to read "R. Campbell", written in a cursive style.

Robert Campbell
Director

20 Feb 2025