

Modern Slavery Policy

JPA Workspaces welcomed the UK's Modern Slavery Act in 2015 and the requirement for large businesses to publicly disclose how they are tackling forced labour and human trafficking across their supply chains.

Although JPA Workspaces are not required to produce a policy or statement under Section 54 as we fall below the threshold, we believe our organisation can play a valuable role through our relationship with other businesses and suppliers and have set this out in this policy. We feel it is the right thing to do, a clear demonstration to clients, supply chain partners and all stakeholders of our commitment to tackling modern slavery and core labour rights.

Our policy is aligned with the principles of the Ethical Trading Initiative (ETI) Base Code, namely: Employment is freely chosen; freedom of association; safe and hygienic working conditions; no child labour; living wages paid; non excessive working hours; no discrimination; regular employment provision and, no harsh or inhumane treatment. This applies to all persons working for JPA or on our behalf in any capacity, including staff, directors, officers, agency workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and/or business partners.

Policies, Risk Assessment, Due Diligence and Training

The JPA Board has overall responsibility for this policy and for helping our staff and supply chain partners to comply with its requirements by:

1. Ensuring associated policies in relation to procurement and recruitment reflect our commitment to identifying and eliminating modern slavery.
2. Ensuring management processes are reviewed and reflect our commitment.
3. Undertaking risk assessments of supply chain partners
4. Undertaking right to work checks on new employees that encompasses human rights and modern slavery.
5. Introducing company-wide training on modern slavery, the risk it presents and what we expect from our staff.

Reporting and Review

JPA will review the effectiveness of this policy and associated procedures on an annual basis, reporting against agreed KPI to ensure proactive compliance and prevention.

This policy is approved by our board of directors, signed by our Managing Director and published on our website.

This is an expression of our commitment to strategic ongoing performance improvement, co-working with our supply chain partners, clients and customers to effectively address modern slavery.

Reporting of Suspicious Behaviour

Employees can report any suspicions of modern slavery through the company's Public Interest Disclosure (Whistleblowing) Policy or externally to the Modern Slavery Helpline on <https://www.modernslaveryhelpline.org/> and t: 08000 121 700.