



## Anti-Slavery & Human Trafficking Policy

Modern slavery and / or human trafficking is an international and growing problem affecting millions of Individuals around the world. It transcends age, gender and ethnicities. It includes victims who have been brought from overseas and vulnerable people who are forced to illegally work against their will across many different sectors.

JJ O'Toole has a zero-tolerance approach to modern slavery of any kind either in our business or in our supply chain. All employees and representatives are expected to report any concerns they have and management is expected to act upon them.

### JJ O'Toole confirms that:

- We will not tolerate any form of modern slavery or human trafficking;
- We are committed to dealing professionally, honestly and ethically in all our business
- Relationships whether in Ireland, the UK, Europe or elsewhere.
- We have a zero-tolerance approach to violations of anti-slavery and human trafficking laws and take seriously any allegations of such activity in our business or in our supply chain.
- We are committed to reviewing and updating our practices and procedures so that we take all reasonable measures to ensure there are no instances of Modern Slavery or human trafficking in our business and/or our supply chain.
- JJ O'Toole will take serious action, including discontinuation of the business relationship with any individuals or organisations it deals with who have been found to be involved in slavery, human trafficking, forced or child labour.

### Related policies and documents

This Policy statement is supported by our internal policies and documents which assist in ensuring that we conduct our business in a transparent manner, implement effective controls to, for example, promote equal opportunities, freedom of association. These policies implemented effective systems to ensure as far as it is practical, that human trafficking and slavery is not taken place in JJ O'Toole or any of our supply chain.


### Training

To ensure a clear understanding of the Criminal Law (Human Trafficking) Act 2008, Modern Slavery, forced labour, Child Labour and risks and how to report any suspicion we will develop and provided the necessary training to all relevant employees.

### Commitment & Responsibility

JJ O'Toole takes responsibility for this statement and its objectives which will be reviewed and updated as appropriate.

### Signed:

Margaret Bourke 

Date: 02/01/2023