

JIMGOS MAINTENANCE LTD

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Constructionline Gold Compliance Document 12

Organisation	Jimgos Maintenance Ltd
Document owner	Joseph Olugosi, Managing Director
Approved by	Joseph Olugosi, Managing Director - Signed: J.O
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CONTROLLED DOCUMENT

Document control and approval

Version	Date	Change	Author/approver
1.0	1 August 2026	Initial controlled issue	Joseph Olugosi / J.O

Important implementation note: This document becomes operational evidence only when approved, communicated, implemented and supported by the referenced records. Fields in square brackets must be completed with genuine information before submission.

Purpose and commitment

The Company prohibits forced labour, servitude, trafficking, debt bondage and exploitation in its operations and supply chain, regardless of whether statutory publication thresholds apply.

Scope

This policy applies to all directors, employees, workers, agency staff, apprentices, consultants and subcontractors working for or on behalf of Jimgos Maintenance Ltd, at offices, client premises, occupied homes, construction sites, vehicles, remote locations and work-related events.

Responsibilities

- The Managing Director provides leadership, resources and annual approval.
- The Responsible Person maintains the system, records, training and monitoring.
- Managers and supervisors plan work, brief teams, verify controls and stop unsafe or non-compliant work.
- Every worker must follow the policy, report concerns promptly and cooperate with investigations.
- Subcontractors must meet equivalent standards and provide evidence when requested.

Policy requirements

- Workers retain control of identity documents and personal bank accounts.
- No recruitment fees, deposits, coercion, threats, withheld wages or restriction of movement.
- Right-to-work status does not remove employment rights or justify exploitation.
- Labour providers and higher-risk subcontractors receive enhanced due diligence.
- Suspected victims are protected; confrontation that may increase danger is avoided.

Operating procedure

1. Risk-assess labour, geography, recruitment model, subcontracting layers and low-price pressure.
2. Verify legal identity, right to work, pay arrangements, employer/labour-provider identity and worker understanding.
3. Interview workers privately where indicators arise.
4. Require contractual compliance and rights to audit/terminate.
5. Escalate immediate danger to 999; otherwise consider police 101, Modern Slavery Helpline 0800 121 700 and competent authorities.
6. Remediate responsibly and avoid action that worsens harm.

Records, monitoring and review

Due diligence, worker checks, concerns, investigations and remediation are controlled and confidentiality-protected.

Performance is reviewed at least annually and after any significant incident, legal change, complaint, audit finding or material change in operations. Corrective actions are allocated, tracked and closed.

Approval

Name	Role	Signature	Date
Joseph Olugosi	Managing Director	J.O	1 August 2026