

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

Statement, Communication Process & Signed Workforce Evidence

Constructionline REFS 6847 • 13113 • 13114

Document field	Controlled information
Company	Jingos Maintenance Ltd
Document owner	Joseph Olugosi, Managing Director
Version / status	2.0 - Approved annual statement and evidence pack
Reporting period	12 months ending 31 July 2026
Approval / publication date	1 August 2026
Next annual review	1 August 2027, or sooner after a material change or incident
Director sign-off	Joseph Olugosi - Managing Director - J.O

DIRECTOR'S COMMITMENT Jingos Maintenance Ltd has zero tolerance for slavery, servitude, forced or compulsory labour, human trafficking, debt bondage, child labour and exploitation in its own operations and supply chains.

1. Status of this statement

This statement is made with reference to section 54 of the Modern Slavery Act 2015 and describes the steps taken during the 12-month period ending 31 July 2026. The Company publishes it voluntarily as good practice and will assess annually whether the statutory publication criteria apply. Voluntary publication does not reduce the standards or controls described below.

2. Approval

This statement was approved by the Company's Managing Director on 1 August 2026 and signed by Joseph Olugosi. It is intended to be supplied to clients, workers, subcontractors and other interested parties and reviewed at least annually.

Name	Position	Signature	Approval date	Next review
Joseph Olugosi	Managing Director	J.O	1 August 2026	1 August 2027

3. Organisation structure, business and supply chains

Jimgos Maintenance Ltd is a UK construction, property maintenance and multi-trade services business. Work may include gas, plumbing, electrical, carpentry, tiling, decorating, kitchen and bathroom refurbishment and associated reactive or planned maintenance. The Company uses directly engaged workers and may appoint specialist subcontractors and purchase building materials, tools, PPE and equipment from UK suppliers.

Potential exposure is greatest where labour is temporary, informally introduced, supplied through intermediaries, paid through another person, recruited from overseas, subject to accommodation or transport dependence, or hidden within several subcontracting tiers.

4. Policies relating to slavery and human trafficking

- Modern Slavery and Human Trafficking Policy and this annual statement.
- Right to Work Check Policy and worker identity verification.
- Subcontractor Vetting and Competency Assessment Procedure.
- Whistleblowing Policy, grievance route and protection from retaliation.
- Equal Opportunities, Fairness, Inclusion and Respect, and disciplinary arrangements.
- Procurement, payroll, record-keeping and anti-bribery controls.

5. Due diligence processes

1. Identify the legal entity, ownership, trading address and person responsible for employing or supplying labour.
2. Confirm competence, insurance, references, right-to-work responsibilities and acceptance of written anti-slavery terms.
3. Understand who recruits, supervises and pays each worker, whether any recruitment fee or deposit was charged and whether wages go directly to the worker's own account.
4. Use enhanced checks for labour providers, unusual payment arrangements, overseas recruitment, very low quotations, high worker turnover or unexplained subcontracting tiers.
5. Require prompt disclosure of concerns, access to relevant records and a right to suspend or terminate where serious risk or breach is identified.

6. Risk assessment and management

Risk indicator	Control / response
Identity documents retained by another person	Private worker conversation; secure immediate safety; escalate and preserve evidence.
Recruitment fees, debt or wage deductions	Check written terms, payslips and worker understanding; stop non-compliant arrangements.
Third-party bank account or controlled wages	Verify worker ownership and consent; investigate unexplained diversion.
Restricted movement, threats or dependence	Do not confront suspected controller; protect the worker and use appropriate safeguarding/law-enforcement route.
Unusually low labour price / excessive hours	Review pricing, hours, breaks, minimum-pay compliance and subcontracting chain.

7. Steps completed or maintained during the reporting period

- Maintained a zero-tolerance policy covering forced labour, trafficking, exploitation and worker-paid recruitment fees.
- Integrated worker identity, right-to-work and subcontractor checks into onboarding and appointment arrangements.
- Required workers to retain control of identity documents, bank accounts and personal communications.
- Communicated reporting routes and warning signs through induction and a workforce briefing on 1 August 2026.
- Retained signed employee acknowledgements and scheduled refresher communication for 1 August 2027.
- Maintained escalation routes for immediate danger, suspected crime, safeguarding and confidential whistleblowing.

8. Effectiveness measures and key performance indicators

Measure	Target for 2026/27	Evidence owner
Workers briefed before/at commencement	100%	Managing Director
Relevant subcontractors vetted before appointment	100%	Managing Director / supervisor
Annual policy acknowledgements current	100%	Managing Director
High-risk red flags assessed and documented	100% of identified cases	Managing Director
Corrective actions closed by target date	100%	Assigned action owner
Retaliation against genuine reporters	Zero tolerance	Managing Director

9. Training and awareness

Modern slavery awareness is included in induction and refreshed at least annually. The briefing covers definitions, sector-relevant warning signs, respectful private conversations, safe escalation, confidentiality, reporting protection and the importance of not taking action that may increase danger to a potential victim. Managers and those appointing labour receive additional guidance on due diligence and records.

10. Reporting and response

- Report concerns to Joseph Olugosi, Managing Director, or through the Whistleblowing Procedure.
- Call 999 where there is immediate danger or a crime in progress; use police 101 for non-emergency police reporting where appropriate.
- The UK Modern Slavery & Exploitation Helpline may be contacted on 08000 121 700 for advice or reporting.
- Do not confront a suspected trafficker or controller if doing so could endanger a worker or compromise evidence.
- Preserve confidentiality, record decisions and consider victim support, client notification, regulator/law-enforcement referral and responsible remediation.

11. Remediation and continuous improvement

The Company will put worker safety first, investigate proportionately, correct payroll or employment failures, require supplier improvement where safe and credible, and suspend or terminate relationships where risks cannot be controlled. Lessons are incorporated into risk assessment, vetting, training and future procurement.

12. Written communication process - REFS 13113 and 13114

The Company uses a controlled process to ensure the statement and policy are understood rather than merely stored:

- Issue the approved statement and policy at induction and when either document is revised.
- Deliver a plain-language briefing covering warning signs, worker rights, recruitment fees, document retention, wage control, reporting and victim safety.
- Use construction and maintenance examples, including labour-only subcontracting, cash wages, shared accommodation, excessive hours and third-party bank accounts.
- Allow questions, check understanding and explain confidential and alternative reporting routes.
- Obtain dated employee initials/signatures and retain the attendance and issue registers as controlled evidence.
- Communicate equivalent expectations to subcontractors and suppliers through vetting, written terms and pre-start briefings.
- Refresh annually and sooner after a policy change, incident, audit finding or evidence of misunderstanding.

13. Completed communication / induction record

Record field	Completed information
Session	Modern Slavery Awareness and Worker Protection Induction Briefing
Date	1 August 2026
Delivered by	Joseph Olugosi, Managing Director
Method	Face-to-face briefing plus printed/electronic statement and policy issue
Attendees	Hamed Olowo; Bibin Byju; Hakeem Ola
Duration	Approximately 40 minutes, including scenarios and questions
Next refresher	1 August 2027, or sooner if triggered

14. Briefing content and understanding check

- Meaning of slavery, servitude, forced labour, human trafficking, debt bondage and exploitation.
- No worker-paid recruitment fees, deposits, threats, withheld wages, confiscated documents or restriction of movement.
- Right-to-work status never removes employment rights or justifies exploitation.
- Red flags: fearfulness, rehearsed answers, dependence on a controller, unexplained deductions, excessive hours, unsuitable accommodation and third-party wage control.
- Reporting routes, confidentiality, non-retaliation and emergency action.

Attendees were asked how they would respond to a worker whose passport was held by another person, wages were paid to a controller or recruitment debt was being deducted. They were reminded to prioritise safety, report promptly and avoid confrontation that could increase harm.

15. Signed policy issue and attendance register

Employee	Policy / statement	Date	Issue method	Initials/signature
Hamed Olowo	Version 2.0	01/08/2026	Induction briefing + copy	H.O
Bibin Byju	Version 2.0	01/08/2026	Induction briefing + copy	B.B
Hakeem Ola	Version 2.0	01/08/2026	Induction briefing + copy	H.O

Briefing delivered by	Signature	Date	Status
Joseph Olugosi	J.O	1 August 2026	Completed and controlled

16. Individual signed acknowledgements

Employee acknowledgement - Hamed Olowo

EMPLOYEE DECLARATION I confirm that I received and was briefed on Jimgos Maintenance Ltd's Modern Slavery and Human Trafficking Statement and Policy, version 2.0, dated 1 August 2026. I understand the warning signs, worker protections, reporting routes, confidentiality arrangements and the requirement not to confront a suspected exploiter where doing so may increase risk. I had an opportunity to ask questions.

Employee	Role/status	Issue method	Date
Hamed Olowo	Worker / operative	Induction briefing + policy copy	1 August 2026

Employee initials/signature	Briefed by	Briefer signature	Next refresher
H.O	Joseph Olugosi	J.O	1 August 2027

Employee acknowledgement - Bibin Byju

EMPLOYEE DECLARATION I confirm that I received and was briefed on Jimgos Maintenance Ltd's Modern Slavery and Human Trafficking Statement and Policy, version 2.0, dated 1 August 2026. I understand the warning signs, worker protections, reporting routes, confidentiality arrangements and the requirement not to confront a suspected exploiter where doing so may increase risk. I had an opportunity to ask questions.

Employee	Role/status	Issue method	Date
Bibin Byju	Worker / operative	Induction briefing + policy copy	1 August 2026

Employee initials/signature	Briefed by	Briefer signature	Next refresher
B.B	Joseph Olugosi	J.O	1 August 2027

16. Individual signed acknowledgements (continued)

Employee acknowledgement - Hakeem Ola

EMPLOYEE DECLARATION I confirm that I received and was briefed on Jimgos Maintenance Ltd's Modern Slavery and Human Trafficking Statement and Policy, version 2.0, dated 1 August 2026. I understand the warning signs, worker protections, reporting routes, confidentiality arrangements and the requirement not to confront a suspected exploiter where doing so may increase risk. I had an opportunity to ask questions.

Employee	Role/status	Issue method	Date
Hakeem Ola	Worker / operative	Induction briefing + policy copy	1 August 2026

Employee initials/signature	Briefed by	Briefer signature	Next refresher
H.O	Joseph Olugosi	J.O	1 August 2027

17. Record retention and review

- Acknowledgements, attendance, vetting, risk assessments, investigations and corrective actions are retained securely with access restricted to a legitimate need.
- The statement and communication arrangements are reviewed at least annually and after a material legal, operational or supply-chain change.
- The next scheduled review and refresher date is 1 August 2027.

18. Final Director approval

I approve this Anti-Slavery and Human Trafficking Statement and Communication Evidence Pack for controlled issue and confirm the Company's commitment to implement and review the measures described.

Name	Position	Signature	Approval date	Next review
Joseph Olugosi	Managing Director	J.O	1 August 2026	1 August 2027

19. Submission index

Constructionline reference	Required evidence	Location	Status
6847	Formal signed Anti-Slavery Statement	Sections 1-11 and 18	Included
13113	Written description of communication process	Sections 12-14	Included
13114	Signed employee induction/acknowledgements	Sections 15-16	Included

Reference framework

- Modern Slavery Act 2015, including section 54 (Transparency in Supply Chains).
- Home Office guidance: Publish an annual modern slavery statement.
- Home Office guidance: Transparency in supply chains - a practical guide.