

**JMC RECRUITMENT SOLUTIONS LIMITED - MODERN SLAVERY ACT STATEMENT**

For the Financial Year Ending 30<sup>th</sup> May 2016 (the "Financial Year")

**Summary:** We are committed to improving our practices to combat slavery and human trafficking and the Financial Year has seen us evaluate our position and consider our strategy moving forward to ensure that we can deliver upon this commitment over the coming years.

In particular, we have considered the following:

**Our structure and business:** We are a provider of recruitment services across a variety of disciplines, with our main focus being aviation and in particular aircraft maintenance. Our headquarters is in Exeter and our core area of supply is across the UK and in Europe, although we operate worldwide. We have circa 40 employees based across our offices. Our annual turnover for the Financial Year was £38.7million

**Our supply chains:** Our supply chains are generally based in the UK and range from those who provide us with goods and services required for the day to day running of our business to those who assist us within our core business, providing support and advice.

**Our policies of slavery and human trafficking:** We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business and as such we have invested time in considering an anti-slavery policy, the content of the same and how this may be best put into place so that in the next financial year we can take the required steps to implement this.

**Due diligence processes:** As part of our initiative to identify and mitigate risk we have discussed and debated the risk assessments and due diligence we consider to be appropriate and how best to undertake these exercises and the phases for implementing the same. In particular we have considered areas where we consider the risk may be higher and these will be included in the earlier stages of any review.

**Supplier adherence:** We have begun to review our supplier contracts to ensure moving forward those in our supply chain will be required to comply with an anti-slavery statement.

**Training:** a programme for delivering internal training has been discussed.

**Effectiveness and monitoring:** As yet, we have not considered how to monitor effectiveness.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of JMC Recruitment Solutions Limited for the financial year ending 30 May 2016.

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Dated: 30 NOV 2016

Warren Crook

JMC Recruitment Solutions Limited. Registered in England with company number: 6583787. Registered office address: Vantage Point, Woodwater Park, Pynes Hill, Exeter, Devon. EX2 5FD.