



JMC-GROUP LIMITED AND JMC RECRUITMENT SOLUTIONS LIMITED - MODERN SLAVERY ACT STATEMENT
For the Financial Year Ending 31 May 2018 (the "Financial Year")

Background: JMC-Group Limited ("JMC-Group") is a holding company which does not trade. JMC Recruitment Solutions Limited ("JMC") is the main trading company within the JMC-Group's group of companies. Both companies are required by the Modern Slavery Act 2015 (the "Act") to make a statement in connection with the Act and, accordingly, this statement is made for both JMC-Group and JMC, however the steps each company has taken during the Financial Year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business are distinguished between entities.

Summary: JMC-Group and JMC are committed to continuing to improve their practices to combat slavery and human trafficking. Throughout the Financial Year both entities have sought to build upon the work already undertaken to date in this regard and embarked upon new practices to strengthen this commitment.

In particular:

With regards to JMC-Group:

JMC-Group is a holding company (with its registered office in Exeter) and it has in its group of companies a number of subsidiaries, the majority of which do not trade. JMC-Group itself does not trade, but is committed to ensuring that its subsidiaries that do, engage in activities with transparent supply chains, where adequate due diligence with regards to slavery and human trafficking has been undertaken and where there are contractual obligations in place to safeguard those involved. Although not a trading entity, JMC-Group has endorsed the Policy (as that term is defined below) for use within it.

With regards to JMC:

Structure and business: JMC is a provider of recruitment services across a variety of disciplines, with its principle focus being aviation and in particular aircraft maintenance. Its headquarters is in Exeter and its core area of supply is across the UK and in Europe, although it operates worldwide. It has circa 40 employees.

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

Policies: JMC is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business and as such it has invested time in producing an anti-slavery policy for internal use (for employees) (the "Policy") and has a second version for use within external contracts when appropriate.

Due diligence processes: When entering into new agreements, JMC's policy is undertake any necessary due diligence and give consideration to the wider supply chain. Ongoing contracts are reviewed periodically.

Supplier adherence: JMC has an anti-slavery policy for use in supply contracts which is used where appropriate. The company's agreements generally contain audit clauses so that compliance can be monitored if any issues are identified.

Training: where a requirement for training is identified, then training will be provided.

Effectiveness and monitoring: increasingly agreements have audit clauses built into them to allow for effective monitoring.

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-Group Limited for the financial year ending 31 May 2018; and
JMC Recruitment Solutions Limited for the financial year ending 31 May 2018.

Dated: 30 November 2018

Warren Crook

For JMC-Group Limited (company number: 08647118) and JMC Recruitment Solutions Limited (company number: 6583787)

Both registered in England and Wales and each with its registered office at Unit 1 (First Floor), Exeter International Office Park, Clyst Honiton, Devon, EX5 2HL.