



**JMC RECRUITMENT SOLUTIONS LIMITED - MODERN SLAVERY ACT STATEMENT**  
For the Financial Year Ending 31 May 2019 (the "Financial Year")

**Background:** JMC Recruitment Solutions Limited ("JMC") is required by the Modern Slavery Act 2015 (the "Act") to make a statement in connection with the Act.

**Summary:** JMC has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its own business or in any of its supply chains. Throughout the Financial Year JMC has sought to consolidate the good practices and procedures that it already has in place to ensure that modern slavery is not taking place in its business and/or in its supply chain and explore other avenues to build upon the work already undertaken in this regard.

In particular:

**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 Europe and range from those who provide the goods and services required for the day to day running of the business to those who assist JMC 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. It has a comprehensive anti-slavery policy for internal use (for employees) and has a second version for use within external contracts when appropriate. The policies are unequivocally clear about JMC's approach to combatting modern slavery and its strict requirements in order to achieve this.

**Due diligence processes:** When entering into new agreements and/or considering new arrangements and/or projects, JMC's policy is to undertake any necessary due diligence and give due consideration to the wider supply chain and the components of this. Ongoing contracts are reviewed periodically.

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

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

**Effectiveness and monitoring:** many of JMC's 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 Recruitment Solutions Limited for the financial year ending 31 May 2019.

  
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Director

Dated: 29/11/2019.

For JMC Recruitment Solutions Limited (company number: 6583787) Registered in England and Wales and with its registered office at Unit 1 (First Floor), Exeter International Office Park, Clyst Honiton, Devon, EX5 2HL.