



Modern Slavery and Human Trafficking Statement

Jack Hodson Limited

1. Opening Statement

Jack Hodson Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain. We maintain a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships. We expect the same high standards from all our contractors, suppliers, and other business partners.

2. Our Business and Supply Chain

As a specialist in vehicle conversions for the emergency services and "blue light" sector, our supply chain includes the procurement of automotive parts, specialist electronic equipment, and raw materials from both domestic and international suppliers. We recognise that our supply chain is the area of highest risk for modern slavery, and we remain vigilant in our oversight of these partnerships.

3. Policies and Training

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Whistleblowing Policy:** We encourage all employees, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, the company.
- **Employee Code of Conduct:** We maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.
- **Recruitment Policy:** We operate a robust recruitment policy, including conducting "right to work" document checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

4. Due Diligence Processes

As part of our initiative to identify and mitigate risk, we:

- Audit our supply chain to ensure all partners comply with our ethics.
- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and trafficking occurring in our supply chains by monitoring our professional partnerships.
- Protect whistleblowers.



5. Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

Signed:

Date: 14 May 2026

A handwritten signature in black ink, appearing to read 'Peter Edward-Hodson'.

Peter Edward-Hodson

Operations Director

Jack Hodson Limited