

Modern Slavery Policy

Financial year ending April 2024

Introduction

Slavery is illegal and a violation of human rights. Slavery can occur in various forms, including forced labour, child labour, exploitation, being controlled by an employer, debt bondage, being physically constrained, being sold or treated as a commodity and having restrictions on freedom of movement. These acts involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Business and Structure

W & J Linney Limited is a UK-based marketing services provider operating primarily in the UK and Europe with 1,283 employees and an annual turnover of £130m.

Policy

We have a zero-tolerance approach to slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure slavery is not taking place anywhere in our own business or those of our suppliers.

The prevention, detection and reporting of slavery in any part of our organisation or supply chains are the responsibility of all those working for us. Anyone who works in our business is required to avoid any activity that might lead to, or suggest, a breach of this policy. Our people are encouraged to raise concerns about any issue or suspicion of slavery in any part of our organisation or supply chains at the earliest possible stage. This policy does not form part of any contract of employment, and we may amend it at any time.

Supply Chain

We work in partnership with all our contractors, suppliers and other business partners to ensure that they share and work towards the same values we hold against slavery and human trafficking. As part of our selection and management programme, suppliers are required to make an anti-slavery declaration.

High Risk Areas

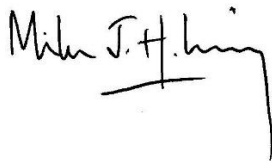
Our operations are based in the UK and Europe, as are those of our suppliers. However, we do have a small number of suppliers whose supply chains reach into higher risk areas. We actively work with these suppliers to identify and address risks of slavery and human trafficking.

Awareness and Performance Indicators

Modern Slavery awareness will be included in our core values training for all employees and also be available on our intranet. We also hold specific modern slavery training for key people across the business. We will record and measure any violations of this policy and information relating to slavery and human trafficking reported by our employees, suppliers or members of the public.

Responsibility

The Executive Board is responsible for this policy in line with the Modern Slavery Act 2015. This policy has been approved by the Executive Board and signed by Miles Linney, Managing Director, W & J Linney Ltd on 17 April 2024.



Miles Linney
W & J Linney Ltd
01 May 2024