

Anti-slavery and human trafficking statement 2023/24

Introduction from the Board

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015.

In this statement, “modern slavery” means all forms of slavery, servitude and forced or compulsory labour and human trafficking.

We believe that everyone is entitled to their basic human rights and freedoms, wherever they are and wherever they live. That’s why we’re against all forms of modern slavery. We are committed to running our business fairly, ethically, and with respect to fundamental human rights. We are committed to the prevention of all forms of modern slavery and ensuring high standards in both our employment, business and in our supply chains. We will not tolerate modern slavery, and as part of our commitment, we continuously review our internal processes to identify any risks

It continues to be a priority for J&J Global Fulfilment and all associated companies to ensure that we trade ethically, source responsibly and work to prevent modern slavery throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.

Our organisation structure

Founded in 2010, we are an industry-leading eCommerce fulfilment provider.

Our organisation has a parent company (Park Bidco Limited) and 4 subsidiary companies: 2 based in the UK (James and James Holdings Limited, and James and James Fulfilment Limited), 1 in the Netherlands (James and James Fulfilment BV) and 1 in the USA (James and James Fulfilment Inc). The subsidiaries, except for James and James Holdings Limited, act as trading business units for the Group. Our trading name is J&J Global Fulfilment, which is used across all business units..

We have operations in the UK, US, EU, Canada and Australia and employ over 300 people.

It’s our job to help clients across the world grow their business by providing fast, reliable, and secure order fulfilment solutions. We store, pick, pack, and ship orders to every corner of the globe, giving our clients time and resources back to focus on other business needs. We’ve also developed an award-winning piece of eCommerce software, ControlPort™, which provides eCom brands with total visibility through powerful inventory management tools and business

intelligence insights. This is supported by our custom-built Warehouse Management System (WMS), that enables our in-house fulfilment teams to pick, pack, and ship orders with incredible efficiency. Since our inception, we've picked up a number of awards, including two Queen's Awards and an Employer of the Year Award. We've also been recognised by the Sunday Times as one of the UK's fastest growing businesses three times in the last five years, and ranked in the top 1000 growing companies in the whole of Europe.

Our supply chains

Our supply chains include businesses that supply materials including packaging, services and sell light-weight, fast moving products such as toys and games, health and beauty products, food and drink, stationary, gifts, and supplements.

Our policies on modern slavery

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery in our supply chains or in any part of our business. We continuously review and update all our policies.

We have the following policies in place relevant to modern slavery:

Employment Policy	Scope	Relevance to Modern Slavery
Modern Slavery	Preventing Modern Slavery in our business and how to report suspicious activity.	<p>Reaffirms our commitment to preventing Modern Slavery and human trafficking in our business operations and supply chains.</p> <p>Policy explicitly states that "We are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains".</p> <p>Points people to our Anti-Slavery Officer and the Whistleblowing Hotline.</p>
Whistleblowing	Highlights the types of concerns employees may wish to raise by whistleblowing and how to whistleblow.	Reaffirms that J&J Global Fulfilment are committed to conducting business in an honest and fair way. Emphasises that we uphold all laws relevant to countering bribery and corruption and that we are actively adhering to the high standards we have set for conducting our business affairs.
Anti-Bribery and Corruption	Sets out our zero-tolerance	Highlights red flags that are also potential indicators of Modern Slavery, such as cash payments; unusual payments

	<p>approach and procedures to prevent and detect bribery and corruption.</p>	<p>to be made in a third country or to a third party; or any close family, personal, or business ties that a third party or partner has with government officials.</p>
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Due diligence processes for modern slavery

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

- identify and assess potential risk areas in our supply chains.
- mitigate the risk of modern slavery occurring in our supply chains.
- monitor potential risk areas in our supply chains.
- protect whistleblowers.
- work closely with our employees and suppliers to uphold our standards and address the risks of modern slavery.
- make it clear that modern slavery is not acceptable in our own business or in those companies who work with us or on our behalf.
- actively raise awareness and knowledge of modern slavery.
- advocate for wider action on modern slavery.

Supplier adherence to our values and ethics

We have zero tolerance to modern slavery. To ensure all those in our supply chain and contractors comply with our values our supplier onboarding process is designed to flag any modern slavery risks and risk areas.

We have:-

- robust systems and controls.
- a strict contract approvals process to ensure the Company’s senior leadership team has full visibility of significant new supplier relationships.
- a number of procurement policies that mitigate the risk of modern slavery and during 2023 we strengthened this with a mandatory Supplier Code of Conduct which requires suppliers to act in congruence with our zero tolerance approach to modern slavery.

Training

To ensure a high level of understanding of the risks of modern slavery in our supply chains and our business, we provide training to our employees.

Our employment policies set expectations of how we and everyone who works on our behalf will work to prevent modern slavery. All of our employees are provided with access to our policies upon joining the business, and they are required to complete a sign off on specific policies acknowledging that they have read and understood them.

In 2023 we strengthened our education on modern slavery and we now provide training to all our employees to enhance their understanding of modern slavery and anti-corruption, enabling them to recognise, understand, and report any associated risks effectively.

Our effectiveness in combating modern slavery

We are proud of the culture we have and we are dedicated to listening to and supporting our people. We ensure our teams and managers are vigilant, listen, and are approachable to employees at all times and they respond appropriately if they see or are told something that might indicate someone is in an exploitative situation. This is strengthened further by the availability of a trained Wellbeing Team and Mental Health First Aiders who work across all business hours. We highlight the risks and signs of modern slavery through our communication channels including our social media platform (Workplace). All employees can raise concerns or 'blow the whistle' including concerns about modern slavery either in person or through our confidential (in-house) 'speak up' platform which is managed by our People Team. We also seek feedback from employees through regular surveys where we gauge how our people feel about working for us and their wellbeing. This helps our leaders and our People Team identify potential issues that could lead to a failure of ethics, controls, or governance before they occur.

Approval from our Board

This statement has been approved by the Board of Directors of Park Bidco Limited and will be updated annually in line with the Modern Slavery Act's reporting requirements. We understand that our members and other stakeholders expect the highest standards of ethics and responsibility from us and we will continue to strengthen our processes in the 2024/25 financial year.