

Modern Slavery Statement

Financial Year Ending 31 March 2025

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and covers the financial year ending 31 March 2025.

At J&J Global Fulfilment, we believe that everyone deserves dignity, safety, and freedom, no matter who they are or where they live. Treating people with respect is at the heart of how we do business. We have zero tolerance for any form of modern slavery, whether that's slavery, servitude, forced or compulsory labour, or human trafficking.

Protecting people from exploitation will always be a priority for us. We're committed to continually improving our processes, building strong and responsible partnerships with our suppliers, and helping our people understand the signs of modern slavery so that together we can prevent it in our business and across our supply chains.

Our Organisation Structure

Founded in 2010, J&J Global Fulfilment is an industry-leading eCommerce fulfilment provider.

We are part of Park Bidco Limited and operate through four subsidiaries:

- James and James Holdings Limited (UK)
- James and James Fulfilment Limited (UK)
- James and James Fulfilment BV (Netherlands)
- James and James Fulfilment Inc (USA)

We have operations in the UK, USA, EU, Canada, and Australia, and employ more than 400 people worldwide.

We help growing brands scale by providing fast, reliable fulfilment services, powered by our award-winning technology, including ControlPort™, which gives clients real-time visibility of their stock and orders, and our custom-built Warehouse Management System that keeps everything running smoothly and efficiently.

Our Culture

At J&J Global Fulfilment, our culture is built on collaboration, transparency, and genuine care for our people. That same commitment guides how we manage and monitor the risks of modern

slavery, ensuring that we act responsibly and protect everyone connected to our business and supply chains.

- **Employee Voice** – regular engagement surveys, feedback channels, and open-door policies encourage employees to speak up.
- **Wellbeing Support** – our Mental Health First Aiders and Wellbeing Team are available across all shifts and locations to provide support and guidance.
- **Manager Accountability** – managers are expected to stay vigilant and respond promptly to any concerns raised.

Governance and Oversight

Responsibility for modern slavery prevention sits with our Board of Directors, who review and approve this statement annually. Day-to-day oversight is managed by our People and Compliance teams, who collaborate to monitor risk, strengthen policies, and ensure alignment with legal and ethical standards across all our locations.

Our Supply Chains

We recognise it is crucial for us to have oversight of our supply chains so that we can understand the risks of modern slavery along the chain and take action to mitigate those risks.

Our supply chains are global and include:

- Packaging suppliers
- Technology and equipment providers
- Logistics and carrier partners
- Temporary labour providers
- Suppliers of fast-moving consumer goods such as cosmetics & beauty, electronics, fashion, food & drink, pet & animal supplies, supplements & vitamins, toys & games.

Policies and Standards

We maintain a robust framework of policies to support our zero-tolerance approach to modern slavery. These include;

Policy	Purpose
Modern Slavery Policy	Sets out our commitment to preventing modern slavery, explains how to report concerns, and provides contacts for escalation.

Whistleblowing Policy	Provides a confidential channel for raising any concerns, including those relating to modern slavery.
Anti-Bribery and Corruption Policy	Supports ethical business conduct and highlights red flags that could indicate exploitation or forced labour.
Supplier Code of Conduct	Requires all suppliers to comply with our zero tolerance approach to modern slavery and demonstrate high ethical standards.

These policies are available to all employees who confirm that they have read and understood them. They are reviewed at least annually, or sooner if legislation, risk assessments, or business changes require it.

Training and Awareness

During FY24/25, we continued to invest in training and awareness to ensure that all employees understand the risks of modern slavery and know how to respond to concerns.

- All head office employees and line managers have to complete mandatory training modules on modern slavery.
- Awareness campaigns were set up on our internal communications platform and employee communication screens in recreational areas to remind our people how to spot warning signs and report concerns.

Risk Assessment and Due Diligence

We take a proactive approach to risk management, and during FY24/25, we strengthened our due diligence processes. While our operations and supply chains are generally considered low inherent risk for modern slavery, we don't take that for granted. Higher inherent risk areas include use of third-party labour providers, overseas carriers and logistics partners, packaging and equipment sourced through multi-tier supply chains, facilities management and cleaning services

Our approach in these areas includes;

- Supplier Onboarding Checks – all existing suppliers and new suppliers are required to sign our Supplier Code of Conduct.
- Temporary Labour Audits – we work in close partnership with a single-source temporary labour supplier. Their practices are reviewed through annual audits and regular spot

checks to make sure they remain compliant and aligned with our ethical and legal standards.

- Leadership Oversight – senior leaders review significant supplier relationships to make sure potential risks are visible and managed.
- Employee Protections – a confidential platform is available to all employees to raise any concerns anonymously without fear of reprisal.
- Compliance – All new starters, permanent or temporary, go through right-to-work checks to confirm they're eligible to work in the UK. We also run regular payroll checks to spot any red flags of exploitation, such as shared bank accounts or account details that don't match.

This approach gives us confidence that our people and partners are protected and that any unusual findings can be addressed quickly and appropriately.

Measuring effectiveness

We measure effectiveness using a set of KPIs that are owned by the business, reviewed quarterly by the Executive Team, and reported to the Board alongside this statement.

No instances of modern slavery were identified or substantiated during the year. Right-to-work checks were completed on time in 100% of cases, and we recorded zero payroll red flags. Training coverage across Operations and People reached 93%, and we have set clear compliance targets for 25/26.

KPI	FY24/25 result	FY25/26 target
Substantiated modern slavery cases	0	0
Right to work checks completed on time (%)	100%	100%
Agency worker onboarding compliance (%)	100%	100%
Payroll red flags investigated within 30 days (%)	N/A (0 flags)	100%
Supplier Code acceptance (active suppliers, %)	64%	≥95%
Managers in at-risk functions trained (%)	93%	100%

Actions in the financial year

During the reporting year, we:

- Reconfirmed our single-source agency model and reviewed contract clauses and onboarding checks
 - Ran payroll red flag checks each month and recorded no concerns or substantiated cases of modern slavery
 - Issued a refreshed Supplier Code of Conduct and communicated expectations to new suppliers
 - Provided targeted training to managers in Operations, Head Office and People teams
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Looking Ahead – FY25/26 Priorities

We will continue to build on the progress made in FY24/25 by:

- From October 2025, J&J Global Fulfilment will become a member of Sedex, a leading supply chain transparency platform. This will enhance our ability to monitor suppliers, identify potential risks, and strengthen compliance across our global supply chain.
 - Enhancing onboarding materials for new employees to strengthen early awareness.
 - Introducing annual refresher training for managers and team leaders to maintain awareness of modern slavery risks.
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Approval

This statement has been approved by the **Board of Directors** and will be reviewed and updated annually in line with our legal obligations and commitment to continuous improvement.

Clara Buckingham
Chief People Officer