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Anti Slavery Policy




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Introduction

This policy identifies and describes the approach of Arnold Jones Associates Design Limited to delivering an exceptional quality of customer care.



Anti Slavery Policy

This policy sets out the steps Arnold Jones Associates Design Ltd ("AJA Design") has taken and will continue to take to ensure slavery and human trafficking does not take place in any part of its business. AJA Design has a zero tolerance approach to slavery and human trafficking and this policy has been produced pursuant to Section 54 of the Modern Slavery Act 2015. AJA Design expects its suppliers and their supply chains to adopt all reasonable and practical steps to comply with the Modern Slavery Act 2015. This policy does not form part of any employee's contract of employment so may be amended from time to time.

Our organisation

Arnold Jones Associates Design Ltd is a leading UK managed design and marketing agency. Arnold Jones Associates Design Ltd is privately owned.

Responsibility for this policy

The Director of Arnold Jones Associates Design Ltd has overall responsibility for ensuring this policy complies with our legal and ethical obligations.

The Managing Director has day to day responsibility for implementing this policy and monitoring its effectiveness in the prevention of slavery and human trafficking.

AJA Design encourages all of its employees, consultants, workers and contractors to report any concerns they have about slavery and/or human trafficking in the business, even if they turn out to be mistaken.

Our policies

The following internal policies are also in place to monitor and reduce the risk of modern slavery and human trafficking in its business:

- * Slavery and human trafficking statement;
- * Whistleblowing Policy; and
- * Conduct and Standards.

Steps for the prevention of modern slavery

AJA Design uses the following key performance indicators to measure how effective its policies are in ensuring slavery and human trafficking is not taking place in any part of our business:

- * Use of labour monitoring, right to work documentation and payroll audits.
- * Supplier audits.
- * A regular review of its policies, codes of conduct and working practices to show commitment.
- * Risk assessments to determine the level of risk of slavery and human trafficking pose to AJA Design, its suppliers, contractors and business partners.

Training

AJA Design continually provides training to ensure its employees can understand and identify the signs of modern slavery and human trafficking and how to report suspected cases.

All suppliers, contractors and other business partners will also be made aware of AJA Design's zero tolerance approach to modern slavery and will be expected to adopt the same approach.