

Johnston Sweepers Ltd Modern Slavery Policy Statement 2017

Introduction

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out Johnston Sweepers' actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and supply chain. This statement relates to actions and activities during the financial year 2017.

As part of the manufacturing and engineering industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure

Johnston Sweepers is a world leading manufacturer of outdoor surface cleansing equipment. The company is owned by Bucher Industries AG based in Zurich, Switzerland and is located in the United Kingdom at Dorking in Surrey. Johnston Sweepers sells its road sweeping products to over 80 countries worldwide providing a full range of road cleansing solutions, parts and after sales support.

Policies

Recruitment policy: The organisation requires an individual's eligibility to work in the UK be ascertained before an offer of employment is made. If the candidate is not an EU (or Swiss) national they may need a visa before commencing employment in the UK.

The organisation takes its legal responsibility seriously to ensure employees have the right to work in the UK and appropriate documents and records are maintained.

Whistleblowing policy: The organisation operates a Whistleblowing policy that can be found within the Company Handbook supplied to all employees. Individuals are encouraged to report wrongdoing which extends to human rights violations like modern slavery.

Employee code of conduct: The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

All employees receive a copy of the organisation's Code of Conduct. It is mandatory that upon receipt they sign and return an acknowledgement slip to confirm understanding and compliance with this directive. Selected employees also receive mandatory e-training within the first year of their employment.

Equality and diversity: This policy champions equality, diversity and human rights as defining values of society. It promotes equality of opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.

Supply chain

Johnston Sweepers purchases materials and components from a wide supplier base including companies based outside the European Union. Supplier agreements will be modified to incorporate sections on slavery and human trafficking. Where relationships exist, these suppliers will be expected to confirm that they are in compliance with the Modern Slavery Act 2015.

Supplier code of conduct: In 2017 Johnston Sweepers will put together a Supplier Code of Conduct which will define the required social standards and business ethics that we expect from our suppliers including the prevention of modern slavery. Formal acceptance of this code of conduct will be a mandatory requirement of doing business with Johnston Sweepers Ltd.

Terms and conditions: In 2017 we will update our standard terms and conditions of purchase to include dedicated modern slavery compliance clauses which will contractually oblige our suppliers to ensure modern slavery is not occurring in their business and that they have procedures in place for their own supply chain.

Staff awareness

Internal communication: In 2017 the Modern Slavery Act will be a specific topic contained within the Employee Communications Meetings. This briefing will highlight some of the common signs of Modern Slavery as well as how to report any concerns.



Peter Rhodes
Managing Director Sweepers

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