



## Modern slavery statement

This statement sets out the steps that A&J Designs (Staffs) Ltd has taken, and continues to take, to prevent modern slavery and human trafficking within its business operations and supply chains.

Although A&J Designs (Staffs) Ltd is not currently required to publish a statement under section 54 of the Modern Slavery Act 2015 due to being below the £36 million turnover threshold, we are committed to operating responsibly and ethically. We have therefore chosen to publish this statement voluntarily to demonstrate our commitment to transparency and good business practice.

Modern slavery is a serious violation of human rights and includes slavery, servitude, forced or compulsory labour, and human trafficking. A&J Designs (Staffs) Ltd adopts a zero-tolerance approach to any form of modern slavery.

### Our Business and Organisational Structure

A&J Designs (Staffs) Ltd was established in 2004 and operates as a provider of workwear and related products, primarily serving customers across the Midlands.

Our operations are based in the United Kingdom, and we employ a small workforce. The nature of our business means we do not operate manufacturing facilities ourselves but instead rely on third-party suppliers for the production and supply of goods.

### Our Supply Chains

Our supply chain is primarily based within the United Kingdom and the European Union. A smaller proportion of goods are sourced from suppliers who manufacture or distribute products originating from Asia. We recognise that international supply chains can present an increased risk of modern slavery due to differences in labour standards, regulatory enforcement, and the use of subcontracting.

We are committed to improving our understanding of our supply chains over time and to working with suppliers who share our values and expectations regarding ethical labour practices.

## Policies and Governance

We have implemented a range of internal policies to support ethical conduct and reduce the risk of modern slavery, including:

- **Anti-Slavery and Human Trafficking Policy**  
This policy sets out our expectations for employees and suppliers and confirms our zero-tolerance approach to modern slavery.
- **Recruitment Policy**  
We operate fair and lawful recruitment practices, including eligibility-to-work checks for all employees, to prevent forced or illegal labour.
- **Whistleblowing Policy**  
Employees are encouraged to report concerns confidentially and without fear of retaliation, including concerns relating to labour practices.
- **Code of Business Conduct**  
This code outlines the standards of behaviour expected of employees and suppliers, including ethical and responsible business practices.

These policies are reviewed periodically and are available to staff. Key expectations are communicated to suppliers as part of our contractual arrangements.

## Due Diligence and Supplier Management

As a small organisation, we apply due diligence measures that are proportionate to our size and operational risk. Our approach includes:

- Maintaining a preferred supplier list
- Conducting basic due diligence checks before onboarding new suppliers
- Carrying out online checks to identify any known convictions or enforcement actions related to modern slavery
- Including anti-slavery obligations within supplier contracts and terms and conditions

Suppliers are expected to confirm that they comply with applicable labour laws and that modern slavery is not present within their operations or supply chains.

## Risk Assessment and Management

We recognise that the risk of modern slavery is not equal across all parts of our supply chain. Higher risk may exist where goods are sourced from regions with lower labour protections or where subcontracting is more prevalent.

To manage this risk, we:

- Give preference to UK and EU-based suppliers where possible
- Seek assurances from suppliers regarding their labour standards
- Remain alert to indicators of modern slavery within our supply chain

Where concerns are identified, we would take appropriate action, including engagement with the supplier and, if necessary, termination of the business relationship.

### Training and Awareness

Training appropriate to job roles is provided to staff involved in procurement and supplier management. This training covers:

- What modern slavery is
- Common warning signs
- How to report concerns internally

We aim to ensure staff understand their role in identifying and preventing modern slavery risks.

### Monitoring and Effectiveness

We monitor the effectiveness of our approach by:

- Reviewing supplier confirmations and relationships
- Monitoring whether any concerns or reports are raised internally or externally
- Periodically reviewing and updating our policies and processes

As a small business, we recognise that the absence of reported incidents does not guarantee the absence of risk. We are committed to continuous improvement and will adapt our approach as our business or supply chains change.

### Approval and Review

This statement has been approved by the Managing Director of A&J Designs (Staffs) Ltd and reflects the organisation's position for the 2025–2026 financial year.

**Signed:**



**Printed Name: Clive Smith**

**Title: Managing Director**

**Date: 29/03/2026**

**Review: 29/03/2027**