

Modern Slavery Policy

Version:

Effective Date: 01/02/2026

Owner:

Executive:

Last Review: 01/02/2026

Next Review: 31/01/2026

Scope: Company wide

Version	Date	Description	Author	Approver
1.0		Initial Policy	People Team	Head of People
2.0	01/02/2025	Initial Policy	People Team	Head of People
3.0	01/02/2026	Initial Policy and document management	People Team	Head of People



WJ Group Ltd and all our associated companies are committed to contribute to combatting the trade in trafficking people, forced or bonded labour and enslavement. We understand that this abhorrent trade is growing and that no industry can consider itself free from modern slavery.

This statement is in accordance with the requirements of The Modern Slavery Act 2015 and in line with our commitment to good ethical behaviour in all our actions and commitment to promote ethical behaviours within our supply chain.

Organisational Structure

The main activity carried out by the WJ Group Ltd is road marking & highway safety.

WJ Group Ltd comprises 8 companies: WJ North Ltd, WJ South Ltd, WJ South West Ltd, WJ Products Ltd, Nolan Road Marking Ltd, JMS Lincoln Ltd, Textureblast Ltd and WJ Sunstone. The labour supplied to the Organisation in pursuance of its operation is operated principally from 13 depots: Airdrie, Bradford, Braintree, Croydon, Elland, Gloucester, Lincoln, Milton Keynes, Port Talbot, Stoke, Reading, Wellington, Herne Bay.

Demand for our product is consistently high throughout the year and is therefore not seasonal. We operate throughout the UK as a contracting and manufacturing company also manufacture materials through a joint venture company in Belgium.

Commitment and Responsibilities under this statement

Responsibility for the statement lies with the Chief Executive Officer and the Directors of the businesses contained within the WJ Group.

They are responsible for reviewing, updating and publishing the Statement annually. This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

WJ Group Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Our Policies

WJ's Policies include Ethical Trading, Whistleblowing and Equality Diversity and Inclusion (EDI). Our Ethical Trading Policy recognises the absolute requirement that we and those working for us recognise

fundamental human rights within employment and that any violation of these will be investigated and dealt with appropriate to this statement. Our Whistleblowing Policy enables our staff to report any violations of our Policies and procedures including any actions by: ourselves, our staff or our supply chain which may fall under the requirements of The Modern Slavery Act. Our EDI Policy requires that we treat all people with fairness, inclusion and respect. Furthermore, WJ Group are signatories of The Construction Protocol and will remain active participants.

Supply Chain requirements

As a responsible company our employment and recruitment processes are open, fair, inclusive and subject to regular review to ensure employees and candidates identities and their right to work. Our most likely exposure to Modern Slavery is through our supply chain. We have updated our sub-contractor questionnaires to identify those that have Modern Slavery Statements and require that those that do not must accept the core principles of our policies and the requirements of our Modern Slavery Statement. This will be monitored annually. The vast majority of our supply chain is UK and EU based, we have a supply chain risk assessment process to identify and mitigate any areas of significant risk. To date we have found no instances of Modern Slavery or labour abuse of any kind. We contact suppliers to raise awareness of the issues of Modern Slavery and express our zero tolerance approach. WJ Group Ltd has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

Staff and Supply Chain awareness training

We use our training events to promote awareness of modern slavery and the issues surrounding it amongst all staff. Ensuring that senior managers are aware of the issues and have support to deal with any instances or suspicions that may arise. WJ Group speak widely at supply chain events throughout the UK on the importance of collaboration in promoting responsible contracting and at our own training and supply chain events, awareness of Modern Slavery is included within this. All WJ staff have had awareness training as a part of our training programs. At these events we will supply links to, the Gangmasters and Labour Abuse Authority (GLAA Reporting line: 0800 432 0804 <https://www.gla.gov.uk/i-am-a/i-use-workers/construction-protocol/> The Modern Slavery Helpline: (08000 121700) <https://www.modernslaveryhelpline.org/> and The Supply Chain Sustainability School: <https://www.supplychainschool.co.uk/default/modern-slavery.aspx> who have considerable resource available on the subject of modern slavery including courses, e learning and online resource which are free to use.

Signed on behalf of WJ Group:



Wayne Johnston
Chief Executive Officer
Date: 01 February 2025
Next Review Date: 31st January 2026

