

1<sup>st</sup> April 2022

## **Modern slavery and human trafficking statement FY2019**

This statement is prepared in accordance with the Modern Slavery Act 2015. J & E Hall Limited (hereinafter “JEH”) hereby reports that to our best knowledge, no slavery or human trafficking has taken place in JEH business or supply chain during fiscal year from 1 April 2018 to 31 March 2022 based on the following facts.

### **1. Organizational structure, business and supply chain**

JEH is a supplier and manufacturer of industrial refrigeration solutions. We offer an integrated single source supply and deliver complete end-to-end service from design and manufacture to installation, maintenance and on-going support. For more information, please refer to [www.jehall.co.uk](http://www.jehall.co.uk). Since 2006, JEH has been part of the Daikin Group.

### **2. Policies in relation to slavery and human trafficking**

JEH introduced a Modern Slavery and Human Trafficking Policy in May 2016 setting out the basis too JEH operations at all levels. In addition we adhere to Daikin Group Compliance Guidelines which state our policies for respect for human rights, diverse values, and the Group policy of non-tolerance of child or forced labor (see Daikin’s CSR website for details <https://www.daikin.com/csr/summary.html>).

### **3. Due diligence, risk assessment, and effectiveness in ensuring compliance with the Act**

JEH purchases its refrigeration compressors from Daikin factories in Italy and China, which adhere to Daikin Group Compliance Guidelines. Where goods and/or services are purchased from third parties, such third parties are vetted annually by our procurement team. To the best of our knowledge, we believe they are complying with the Modern Slavery and Human Trafficking Act 2015.

JEH senior management also conducts a self-assessment which includes compliance with the aforementioned Act. No significant issues in compliance have been identified.

### **4. Employee training in relation to slavery and human trafficking**

JEH’s obligations under the Act are known to and understood by the management, employees, and the respective personnel in charge of supply chain, logistics and human resources. We are looking to arrange e-training for all relevant employees in financial year 2022/2023.

This statement has been approved by Managing Director of J & E Hall Limited.



Andrew Bowden  
Managing Director