

## **MODERN SLAVERY ACT**

### **Introduction**

JDP is a leading and respected distributor of water management and pipe systems in the UK. From a nationwide network of branches, JDP provides solutions for residential, commercial, public, and industrial buildings as well as civil engineering, utilities, and agriculture industries. We also rely on a number of manufacturers, suppliers, and distributors which, in turn, will source products from their respective supply chains.

JDP is a part of Tessengerlo Group business unit DYKA, one of Europe's leading experts in the manufacture and distribution of plastic pipe systems.

### **Our policies**

John Davidson (Pipes) Ltd has a number of policies designed to manage modern slavery and human trafficking issues, including our Employee Code of Conduct, and Anti-Slavery and Human Trafficking Policy. These set out our position of zero tolerance of modern slavery and human trafficking in any form in our business and supply chain. We are committed to acting ethically and with integrity in our business dealings and relationships and to maintaining systems and controls designed to ensure modern slavery and human trafficking are not taking place in our business or across our supply chain. Our Whistleblowing Policy provides a mechanism for our employees to report suspected breaches of these policies.

### **Our approach to assessing and managing risk**

1. We have issued a Business-wide policy confirming our zero tolerance of modern slavery and human trafficking.
2. Our policies require that our suppliers acknowledge their responsibility for adhering to our policies.
3. We have undertaken a risk assessment to identify the key procurement risks categories in our supply chain.
4. Our policies require suppliers to complete an assessment to confirm that they comply with our zero-tolerance policy.
5. We undertake checks on new recruits to ensure that they are eligible to work in the UK.

We are aware that risks presented from modern slavery and human trafficking can occur anywhere in our operations, whether through direct employment, agency employment or the supply of materials. We expect our suppliers to ensure that there is no slavery or human trafficking in their supply chain. Where issues are identified (including through our audit process) that are not resolved to our satisfaction, we review the ongoing nature of the relationship with that relevant organisation.

## Next steps

We will monitor the effectiveness of our actions against modern slavery and human trafficking. Next steps may include: developing further standards to support our existing Anti-Slavery and Human Trafficking policy (and related policies), keeping our pre-qualification standards for the appointment of new suppliers under review, providing training for our employees on identifying any potential unlawful or unethical conduct within our operations and supply chain; and continuing to assess the risks associated with our existing supply chain.

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and constitutes John Davidson (Pipes) Ltd.'s modern slavery and human trafficking statement for the financial year ending December 31<sup>st</sup>, 2024. This statement has been approved by John Davidson Pipe's Ltd Leadership Team in March 2025, who will review and update it on an annual basis.



Elaine Jordan  
Head of HR