

## MODERN SLAVERY STATEMENT

### ORGANISATION

This statement applies to PJ Mear Ltd (referred to in this statement as 'the Organisation'). The information included in the statement sets out the steps taken during the company's financial year ending 31<sup>st</sup> May 2025 to prevent modern slavery and human trafficking in its business and supply chains.

### ORGANISATIONAL STRUCTURE

P J Mear is a Limited Company run by the Managing Director and has 22 employees. Our office is located at 10d Aspen House, Vantage Park, Washingley Road, Huntingdon, Cambridgeshire PE29 6SR.

PJ Mear Ltd is a specialist external refurbishment company. The main activities carried out by the organisation are concrete repairs, cladding, external wall insulation (EWI), brickwork repairs, historical renovations, protective coatings, and façade cleaning.

Sourcing the labour for the Organisation in pursuance of its operations, is carried out in the UK. Our main areas of operation are London, the Southeast and East of England.

### DEFINITIONS OF MODERN SLAVERY

- 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

### COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and its supply chains.

The Organisation 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.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in Great Britain.

### SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of materials used on site and the supply of staff by any third-party sub-contractor. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers as do any third party sub-contracting companies the Organisation may use to find labour.

### POTENTIAL EXPOSURE

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. The Organisation considers its main exposure to the risk of slavery and human trafficking to exist when employing a sub-contracting company to fulfil short term works. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it. Any company

subcontracted to PJ Mear Ltd must complete a Pre-Qualification Questionnaire which includes a requirement to comply with the provisions in the Modern Slavery Act 2015.

## STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewed supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery
- Reviewed recruitment process for all sub-contracting companies to ensure they agree to comply with the Modern Slavery Act 2015
- Adopted a zero-tolerance policy towards modern slavery
- Developed this Modern Slavery Statement
- Discussed the issue at staff meetings and shown staff this statement
- Appointed a Slavery Compliance Officer within the company
- Informed all Site Supervisors of the zero-tolerance policy to modern slavery. This means any suspicions of slavery must be reported immediately. Site Supervisors have been told to take seriously any suspicions that their site staff may have that a person could be involved in modern slavery.

## TRAINING

- Site Supervisors are required to conduct a toolbox talk on modern slavery by showing a video designed to support site operatives in understanding the signs of modern slavery in today's working environment. The film explains how any individual on site can help identify victims of this crime and provides details of where to go to get help. <https://www.youtube.com/watch?v=Dzt1ntzdMAc>
- The PJ Mear Staff handbook, given to all employees, details the zero-tolerance policy we have towards modern slavery, and of all our other human rights related policies.

Any concerns regarding modern slavery should be addressed to a member of the senior management team who will undertake relevant action regarding the Organisation's obligation to comply with the Modern Slavery Act 2015.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and is approved by the Board of Directors.



Michael Lyon  
Managing Director

28<sup>th</sup> January 2026