

Modern Slavery Statement

Introduction from Wendy Merricks, CEO

It continues to be a priority for Jumar to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken to combat modern slavery in our organisation and supply chain.

Structure

We are a provider of IT projects and resourcing services.

Jumar Holdings Limited is the immediate parent company of Jumar Technology Limited and Jumar Solutions Limited (which has an Australian subsidiary, Jumar Solutions Australia Pty Ltd.). Jumar Holdings Limited has its head office in the UK. The Jumar group has over 120 employees operating in the UK and Australia.

For 2022/2023, the Jumar group had an annual turnover of £47,120,271.

A majority shareholding of Jumar Holdings Limited was acquired by Vesper Bidco Limited, a member of the Aliter Capital group in September 2023.

Our business

The Jumar group is organised into two main business units in the UK with an additional unit in Australia:

- Jumar Technology Limited - technology project services to the IT sector
- Jumar Solutions Limited - recruitment services specific to the IT sector
- Jumar Solutions Australia Pty Ltd. - technology modernisation and consultancy services

Our supply chains

Our supply chains include those required in relation to:

- Office infrastructure
- Insurance
- Compliance costs (audit certification etc.)
- Overseas development centres based in Moldova, Poland and Vietnam
- Specialist technology service providers
- Software platform providers
- Job boards
- Contractor network (personal service companies and FCSA accredited umbrella companies)
- Professional services

Our policies on slavery and human trafficking

We have appropriate policies in place as set out in our “*Supplier standards of conduct*” document that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains. The “*Supplier standards of conduct*” also includes policies relating to the following:

- Labour and Working Practices

- Anti-Discrimination
- Diversity and Inclusion
- Whistleblowing
- Ethical Behaviour
- Environment
- Choice of Suppliers
- Health and Safety

Due diligence processes in relation to slavery and human trafficking

We implement the following as part of our due diligence activity:

- Key suppliers are required to complete a questionnaire regarding their supply chain as part of their onboarding process.
- A register of key suppliers is maintained and monitored.
- All key suppliers have a formal contract in place prior to commencement of delivery.
- Where feasible, on-site visits to suppliers are conducted.
- Visibility of activity of contractors and clients is maintained by frequent on-site visits. Jumar has a pro-active contractor care culture so that visibility of activity is maintained and pastoral support can be provide as needed.
- Where contractors provide services via umbrella companies, only FCSA-approved companies are permitted.
- Where contractors provide services via a personal services company, company details and officers are verified at Companies House.
- Where overseas development centres are used, Jumar requires verification from personnel that they are in receipt of agreed remuneration from the company providing the services.

Jumar works hard to maintain a culture of openness including easy accessibility to senior staff so that any concerns or issues can be raised easily.

Supplier adherence to our values and ethics

Jumar does not typically operate standardised supplier contracts due to the disparate range of services procured, however it operates an automated key supplier register to monitor compliance with companies who provide goods or services. This involves key suppliers agreeing to comply with the “*Supplier standards of conduct*”.

All relevant suppliers are required to confirm their adherence to this code in writing. This process is regularly audited as part of Jumar’s ISO9001 and ISO27001 accreditation.

Training

Training is provided to staff via issued (and acknowledged) guidance to facilitate understanding of the risks of modern slavery and human trafficking in our business.

Our effectiveness in combating slavery and human trafficking

We require our key suppliers to confirm their adherence to Jumar’s *Supplier standards of conduct* every two years or as and when the standards are updated following changes in law, whichever is the more frequent.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Jumar's slavery and human trafficking statement for the financial year ending 2022/2023. It was approved by the boards of Jumar Holdings Limited, Jumar Technology Limited, Jumar Solutions Limited and Jumar Solutions Australia Pty Ltd, on 25th October 2023.

A handwritten signature in black ink, appearing to read "Wendy Merricks".

Wendy Merricks (Oct 26, 2023, 9:44pm)

Wendy Merricks

Director, CEO

Jumar Holdings Limited

Jumar Technology Limited

Jumar Solutions Limited

Jumar Solutions Australia Pty Ltd,

Date: 26 Oct 2023