

## **Michael J Scannell & Co. Ltd. t/a MJ Scannell Safety**

### **Modern Slavery Statement**

This statement has been prepared pursuant to Section 54 of the Modern Slavery Act 2015 (UK) and sets out the steps MJ Scannell Safety (MJS) undertake to mitigate against the occurrence of Modern Slavery and/or Human Trafficking within its supply chain.

According to the ILO, 21 million men, women & children globally are in some form of slavery, generating a profit of US\$150bn annually to unscrupulous operators and criminal gangs. MJS are cognisant that modern slavery encompasses exploitation in the form of; slavery, servitude, human trafficking and forced or bonded labour. This document is a clear statement of our commitment to understanding modern slavery risks and the steps MJS have taken/are taking against this practice.

### **Our Company**

MJ Scannell Safety is a wholly owned Irish company with all operations including warehousing, sales and support located in Ireland. The company employs 36 people in Ireland and is fully managed and serviced within Ireland. The company is in business for 30 years and has a large profile of customers. Our supply chain extends to regions of the globe where there have been documented cases of modern slavery and therefore, we regard our sector as one of heightened risk.

### **Our Policy**

MJS adhere to and regularly review our cornerstone document where working conditions & ethical practice are concerned. Our Social, Ethical & Environmental Standards document encompasses adverse working conditions (s. 5 – 14) of employees and within our supply chain. This document is disseminated to staff as and when a review takes place and is referenced in our Employee Handbook.

To strengthen our commitment, management at MJS encourage our staff members to make known to senior management any working practice and particularly modern slavery concerns they have that may come to light in their dealings with our suppliers or clients.

### **Our Due Diligence**

MJS maintain close working relationships with manufacturers, distributors and suppliers throughout our supply chain. We employ the services of independent personnel with industry & local legislative knowledge to ensure companies & individuals within our supply chain adhere to accepted standards & norms.

Before entering our supply chain, potential entrants are vetted by way of references from other established (European) clients. Processes employed by potential entrants must meet ISO9000 or have strict internal control procedures at a minimum.

As noted, the MJS supply chain contains regions of heightened risk and remains receptive to input in this regard from staff, clients and other supply chain elements.

### **Responsibility**

Responsibility for the implementation and continuation of this policy is shared by all employees of MJS. Oversight and final authority rests with the Management of MJS.

### **Our Key Performance Indicators**

MJS will judge their policy to be effective in its practice if no reports of malfeasance are attributed to elements within its supply chain.

In the event of an occurrence, MJS will identify accountability & review its policy to encompass any and all lessons learnt.

### **Our Training**

In conjunction with MJS employee's awareness of modern slavery & its forms through existing company documentation and staff initiation procedures, it is envisaged a training provider will be appointed to ensure MJS personnel receive formal training in this area.

### **Review**

This statement is accessible through our company website <http://www.mjscannell.ie> & is reviewed; on an annual basis, where KPI's or legislation change, if/where malfeasance is detected within our supply chain.