

# J & M DAVIDSON

## **Modern slavery statement for financial year 2016/2017**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that J&M Davidson Ltd. has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

J&M Davidson Ltd. has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **About J&M Davidson Ltd.**

J&M Davidson is a British luxury leather goods and ready-to-wear label founded by John and Monique Davidson in 1984. The company designs, develops, makes, sources and sells products under the J&M Davidson Ltd. Brand.

### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

### **Supplier due diligence**

As our suppliers are partners in J&M Davidson Ltd.'s business success, they are expected to comply with all laws and regulations as well as our Supplier Code of Conduct Policy. The company routinely requests information concerning, amongst other things, health & safety, the environment, equality, anti-corruption and insurance protection to enable the company to verify their commitment to its corporate values and company policies.

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## Training

**J&M Davidson Ltd.** ensure that all the employees who have responsibility for procurement within our company receive appropriate training to identify issues related to slavery and human trafficking, and review standard terms with suppliers as a means of ensuring disclosure and compliance.

This statement has been approved by the Board of **J&M Davidson Ltd.** in **September 2016**

**September 30, 2016**

A handwritten signature in black ink, appearing to read 'K. Nomura', with a large, sweeping flourish that loops back under the signature.

**Kazuichi Nomura**  
**Managing Director**  
**J&M Davidson Ltd**