

Aim

The JGA Group is committed to the highest standards of morality and ethical behaviour in all its dealings with customers, clients, beneficiaries, trainees, associates, suppliers and staff.

We aim to be responsible for delivering value to our clients, whilst observing purchasing practices that align with our corporate social responsibility aims and objectives. The purpose of this policy is to set out the JGA Group's duties and responsibilities in upholding CSR policies throughout our supply chain and / or where our business has control or influence. We will disseminate this policy to our clients, suppliers and staff to ensure its effective implementation.

Business Integrity

We will ensure integrity in all our business transactions. We will be open, honest & fair in our communications and our dealings with business partners and other stakeholders affected by our activities and where necessary that of our supply chain. The JGA Group operates strict codes of conduct with regard to acceptance of bribery or gifts made in the in the course of our business (see the JGA Fraud and Financial Irregularity Policy).

Environmental Impact

The JGA Group will undertake to take into account, wherever practicable, the environmental performance and impact of goods and services when making purchasing decisions.

- We will seek to reduce waste and will do this through reviewing the amount & type of materials being used & specified and optimise opportunities for the use of recycled or reclaimed materials.
- We will seek to reduce our carbon footprint by sourcing goods / materials with low embodied carbon.
- We expect our suppliers to manage their own impacts and to work with us to meet our environmental objectives.
- We expect our suppliers to have an environmental policy and to operate in compliance with all applicable laws and regulations.
- We will ensure the specification of environmentally sustainable materials wherever technically & commercially feasible.

People

We expect our suppliers and sub-contractors to share our commitment to H&S by implementing robust policies and procedures that put the H&S of employees and others who could be affected by their activities at the heart of their operations.

- We are committed to the promotion of ethical working conditions including fair wage, working hours and equal opportunities.
- We will respect the principles of human rights, to treat employees with dignity and respect and to ensure that no child labour is employed. No worker shall be subject to any form of harsh or inhumane treatment including intimidation, physical, sexual, psychological or verbal harassment or abuse.
- We consider instances of forced labour, bonded labour, human trafficking, prison labour and indentured labour a critical breach of this policy. Employment must be freely chosen.

Procurement

We will support local procurement wherever technically and commercially feasible.

- Local procurement of goods, services and materials will be encouraged with a view to supporting local communities and reducing the overall carbon footprint of our activities.
- Where possible, we will maximise the benefits to the local community from our projects by working with local authorities and organisations to recruit local labour and source good and services from the local area.

Related JGA Documents and Procedures

1. Whistleblowing Policy
2. Code of Conduct for Staff
3. Fraud and Financial Irregularity Policy
4. Modern Slavery Statement
5. H&S Policy

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Policy Owner	Susan Prestridge, Operations Director