



Social Responsibility

This policy applies to all aspects of working and all corporate activities conducted in by employees.

Jays Logistics South West (LTD) is committed to meeting its social, economic and environmental responsibilities. We recognise that doing so is integral to the long term success of the business. In order to achieve this we will work hard to find a balance between the financial stability of the business and our ethical responsibilities.

We will of course comply with all legislations, standards, statutory and other obligations relevant to our activities in all the environments that we operate.

This policy aims to support Jays logistics as a socially and environmentally responsible company, with financial stability that protects our employees, provides value to our customers, and actively engages with stake holder. Our wider aim is to have a positive impact on the community and the environment.

It is the responsibility of senior management to review and approve content and implementation of this policy and to reinforce this policy via application of guidance and monitoring, where appropriate.

Directors and operational managers (operations and compliance) are responsible for having awareness of the social and environmental impacts of our operations and taking appropriate measures to help staff act in compliance with this policy.

Line managers are required to check that staff are aware of this policy and any associated guidance.

All staff are required to comply with this policies requirements and are responsible for our performance in implementing it.

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1. We support initiatives to promote environmental sustainability, social inclusion, and diversity through our business culture, financial donations and use of staff time and company resources.
2. Through mentoring and support we provide our apprentices and trainees with the means to develop skills and occupational outcomes. We pay all our apprentices above the legal minimum wage.
3. We consider the social, economic and environmental aspects of our business decisions in a way that guards against unfair business practice. We consider the well-being, equality, diversity and inclusion of our staff, monitor working hours and have an awareness of how stress (both work and domestic) can affect health and work performance.
4. All of our key positions will have a focus on professional development and all our staff and potential employees are treated fairly and with respect.
5. Jays promotes a working environment that is free from bullying, discrimination and harassment and offers remuneration packages that take account for equal pay and opportunities regardless of gender. Remuneration levels are designed to accurately reflect qualifications and experience.
6. We do not use slaves, illegal child or forced labour (including human trafficking), either directly or through our supply chain. Are record of our action taken to avoid this can be found in our Modern Slavery policy.
7. We operate and maintain and clean, healthy and safe working environment and operate in accordance with our health and safety management system and our Health and Safety policy. We operate In an open and honest way with our stakeholders, including customers and suppliers.
8. We operate a zero tolerance to bribery or corruption and are committed to avoiding any anti-competitive corporate activities by any of our employees, business partners or agents working on our behalf. We seek and respond to the opinions or our employees and clients, and respond to any complaints in accordance with procedures.
9. Our contracts with suppliers clearly set out the agrees terms and conditions, and we encourage suppliers to adopt responsible business policies for mutual benefit, including payment of wage levels at or above the legislative minimum wage and environmentally sensitive policies and procedures.

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10. We pay suppliers in a timely fashion and operate in accordance with the prompt payment code wherever possible.
11. We seek to protect the environment by operating in accordance with our environment policy.
12. We acknowledge the value of local communities and aim to build positive relationships wherever possible. We seek to make a positive contribution through the services we provide and encourage participation, interaction and engagement. We recognise the environmental and social benefits of using local suppliers to support our business operations.

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