MODERN SLAVERY POLICY STATEMENT 2026

Introduction

Jensen Hughes is committed to protecting and respecting human rights and has a zero-tolerance approach to modern slavery and human trafficking in all their forms. We believe that all workers have the right to fair working conditions and a safe working environment.

This statement sets out the steps taken by Jensen Hughes to help prevent modern slavery and human trafficking within its UK and Ireland operations and supply chains. For the relevant UK entity or entities, this statement is made pursuant to section 54 of the Modern Slavery Act 2015.

Our structure, business and supply chains

Jensen Hughes is a fire engineering consultancy providing specialist advice to property developers, architects and others involved with buildings. The company operates from offices in London, Birmingham, Manchester, Edinburgh, Glasgow, Dublin, Belfast and Galway.

In delivering our services, Jensen Hughes frequently acts as a consultant or subcontractor to clients and other professional organisations. We also may engage suppliers and third-party service providers in support of our business and operations. We recognise that modern slavery risks can arise through business relationships at different levels of the supply chain and are committed to taking appropriate and proportionate steps to identify and manage those risks.

Our commitment

Jensen Hughes recognises that modern slavery is a serious human rights issue and can take many forms, including human trafficking, forced or compulsory labour, bonded labour, child labour and domestic servitude.

We are committed to acting ethically and with integrity in our business relationships. We take appropriate and proportionate steps to identify and manage the risk of modern slavery within our operations and supply chains.

Employees and others acting on behalf of Jensen Hughes are expected to comply with applicable laws and Jensen Hughes' policies and standards. They are also expected to report any concerns regarding suspected modern slavery, human trafficking or other unethical conduct.

Work undertaken to address modern slavery risks

We continue to develop our understanding of modern slavery risks within our operations and supply chains. As part of this work, we:

- review relevant policies and business practices to assess how they address modern slavery risks;
- consider modern slavery and human trafficking risks when engaging suppliers and other third parties;
- undertake proportionate due diligence where the nature of an engagement or the level of risk warrants it;
- expect suppliers and business partners to comply with applicable law and appropriate ethical standards;
- provide relevant information, guidance or training to employees, taking account of their roles and responsibilities; and
- investigate concerns that are identified and take appropriate remedial action where necessary.

All employees have a responsibility to comply with Jensen Hughes' applicable policies and to report concerns regarding suspected modern slavery or human trafficking through the appropriate internal reporting channels.

Jensen Hughes does not tolerate retaliation against any individual who raises a genuine concern in good faith.

Monitoring and review

We recognise that preventing modern slavery requires continuing attention. We will continue to review our policies, procedures and risk-based controls and identify opportunities to strengthen our approach where appropriate.

This policy statement will be regularly reviewed and updated as necessary. The management team endorses this policy statement and is fully committed to its implementation.

Signed: Mark Davidson

Date: 13/11/2026

Martin Davidson
Managing Director

Note: Jeremy Gardner Associates and Jeremy Gardner Associates Edinburgh trade as Jensen Hughes. There is no change to our services or legal entities.