



# **James Walker & Co. Limited**

## **Companies Act 2006 Section 172 Statement**

**27 July 2020**

The Board takes its duties towards a wide range of stakeholders seriously and acts in such a way as to promote the success of the Company for the benefit of these stakeholders, in accordance with Section 172. This statement of compliance should be read alongside the rest of the annual report.

The Board recognises the importance of managing the Company for the benefit of all stakeholders taking into account also potential conflicts as well as both short and potential long-term implications. The Board seeks to develop the business to serve customers, our staff and our shareholders as well as a range of other related interests such as the environment and wider society.

In terms of particular stakeholder groups:

- customers, employees, suppliers, community and environment: see the Engagement with Employees section of the Directors' Report [below] noting the use of employee surveys. Additionally, other forms of interaction with different groups are maintained, including employee forums, where appropriate, site visits, newsletters and broadcasts.
- responsibility for ultimate shareholder relations rests with the Chairman, supported by the CEO and Group Finance Director of the Company's parent undertaking, James Walker Group Limited. The Group, of which the Company is a member, is committed to communicating openly with shareholders and the Annual General Meeting is the principal forum for shareholders. Additionally, written updates to shareholders are made at appropriate moments through the year.

*This statement forms part of the company's strategic report in the report and financial statements for the year ended 31 March 2020, and is made pursuant to The Companies (Miscellaneous Reporting) Regulations 2018.*



Peter Needham  
Chairman  
27 July 2020

**ENGAGEMENT WITH EMPLOYEES**

***(EXTRACT FROM DIRECTORS' REPORT)***

Effective communication with employees is of vital importance and the Company has established procedures to provide information to, and consult with, employees and union representatives on financial and other matters that affect them.

The Directors recognise the need to ensure effective communication with employees. During the year, they were provided with financial and other information affecting the Company and its various operations, by means of briefings and newsletters.

Employee forums enabled the views of employees to be heard and considered when making decisions likely to affect their interests.