
Kane Group Modern Slavery Statement
Year ending 31st March 2026



Organisation structure and supply chains

The Management of Kane Group Building Services Ltd recognises our obligations under The Modern Slavery Act 2015 to reduce forced labour, human trafficking and other hidden third-party labour exploitation such as restricting movements, or isolation, of workers; withholding access to passport or identity documents; delayed wages, recruitment fees, or bonded labour; or being forced to work unusually long hours.

As a Mechanical and Electrical Services company within the Construction sector, Kane Group uses a variety of supply chains to provide workers and materials. In the interests of upholding the human rights of others, and to avoid reputational damage, we carry out due diligence checks on our supply chains to prevent, as far as is practicable, trafficking or modern slavery.

Due diligence checks

We have the following policies in place, communicated throughout the company handbook to all employees:

- Anti-Slavery and Human Trafficking policy
- Right to work policy
- Whistle-blowing policy

Our Site Managers and our Recruitment teams have been trained in spotting the signs of modern slavery, the most vulnerable people to look out for, and have been given guidance on how to deal with suspected instances.

Our Whistle-blowing policy affords the opportunity for confidential reporting, without fear of recrimination.

Kane Group Directors are aware of the steps to take to inform the proper authorities of illegal practices of modern slavery and how to involve agencies specialising in remediating harm to victims.

Bona Fide Sub-contractors

We take proactive steps to build strategic partnerships with reputable businesses in our supply chain through regular progress meetings and feedback from them to us and vice versa.

We mostly employ Bona Fide sub-contractors with whom we have built up a strong working relationship over the years, and who have been approved by us after having completed our Sub-contractor PQQ which includes a reference to compliance with the Modern Slavery Act:

“Under the principles of The Modern Slavery Act 2015, can you guarantee that none of your workforce, or sub-contracted employees, are currently, or will ever be, the subject of slavery or human trafficking?”

Yes /No

Our JCT contracts specify the terms and conditions under which we employ the services of the sub-contractor – requiring compliance with The Modern Slavery Act 2015 and The Bribery Act 2010:

“The Sub-subcontractor shall adhere to all legal requirements to protect workers from exploitation and shall have suitable anti-slavery and human trafficking policies and processes within their businesses in accordance with the Modern Slavery act 2015 and the Bribery Act 2010.”

When recruiting a new supplier, we carry out risk assessments on their integrity as a business partner before engaging their services.

We have signed up to Stronger2gether principles and use their resources for training purposes and to tackle modern slavery in the construction sector.

Since 31st March 2025, we have found no instances of modern slavery in our supply chains.

Labour Only Sub-Contractors

We recognise that through employing Labour Only Sub-contractors we may be exposed to the risk of allowing illegal workers on to our site. Therefore, we carry out the following due diligence processes to mitigate the risk.

Before we authorise their services, our Labour and Resources Team carries out the following checks to ensure they operate as a legitimate business –

- That they are appropriately registered and licensed
- They have adequate insurance cover in place

- They have the resources to carry out the work
- That there are no legal proceedings against them – especially for abuse of human rights or trafficking

After completing the PQQ, and when we have carried out business credibility checks, these contractors sign a contract which includes the following statement:

“In compliance with the Modern Slavery Act 2015, Kane Group expects all workers on our sites to legitimately have the right to work in the UK. By signing this contract, you are stating that both you, and the workers you send to site, are legally employed in the UK.”

Suppliers of plant and materials

We operate a system of approved and preferred suppliers.

We have built up strong relationships with our main suppliers of plant and materials over the past number of years, and our Procurement Teams hold regular review meetings with them to strengthen that relationship.

Suppliers are made aware of our Ethical Sourcing Policy Statement: (Extracts)

1. *“Kane Group are involved in the purchase of goods and services to support the delivery of our business activities. 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.”*

2. *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 company operate strict codes of conduct regarding acceptance of bribery or gifts made in the conduct of our business (see the Company’s anti-bribery & corruption policy).*

3. *“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.”

Where we use timber products (very limited use) we ask for the FSC certificate of the source of the timber to uphold the UN Sustainability goals and try to eliminate unscrupulous abuse of human rights and/or resources.

Recruitment

- Our job description is accurate and transparent
- Our Human resources Team check that potential appointees are eligible to work legitimately in the UK – with current photographic I.D -passport and a work VISA - if they are non-resident.
- They also check that no recruitment fees must be paid to another
- They check addresses of workers are legitimate and not houses of multiple occupation
- They interview workers to ensure there is no evidence of hidden or unauthorised individuals / businesses involved in the recruitment process.
- Kane Site Management ensures there are no underage workers on site and that every worker clocks in through facial recognition
- Wages and benefits are paid fairly - and always into the employee's own bank account
- Kane abides by Working Time Regulations and ensure that our Sub-contractors also abide by them
- We ensure working conditions, and accommodation, where it is provided, are clean, safe and hygienic.
- All workers are properly recruited, inducted, onboarded and given equal access to training relevant to their job.
- We ensure equal opportunities for progression and promotion in our company
- Our business conduct is professional and ethical.
- We ensure sub-contractors sign up to a declaration in the contract stating their commitment to the obligations of the Modern Slavery Act and that their employees have the Right to Work in the UK.

Signed:



Cathal McMullan

Managing Director

Date: 31.03.2026