

## Modern Slavery Statement

Kane Group Building Services Ltd upholds the principles of the Modern Slavery Act 2015 in denouncing any form of exploitation. Slavery, human trafficking, forced labour and exploitation go against the human rights and dignity of victims.

We have found no instances of modern slavery in our business or supply chain in the year 5<sup>th</sup> April 2023 – 31<sup>st</sup> Mar 2024 but will continue to employ due diligence to ensure this continues.

We have signed up to *Stronger2gether* to work with other companies in trying to stamp out this abuse of victims.

To ensure we act ethically and with integrity in all our business dealings, and denounce modern slavery, we have the following procedures in place:

- Transparency in our own business dealings and insistence on all staff and appointees having legitimate documentation.
- Recruitment procedures in place to verify the “Right to Work” in our areas of operation.
- An Anti-slavery and Human Trafficking policy communicated to all employees in our Staff handbook.
- A Whistle-blowing procedure allowing employees, or others, to report suspected instances of modern slavery, of whatever form, in our own business, or in any of our supply chains, without fear of repercussion.
- Intolerance of forced labour, or exploitation in our supply chain, or procuring goods that have been produced through exploitation of workers.
- Ensuring our Supply Chain comprises bona fide business set-ups, as far as is reasonably practicable, with all legal documentation in place.
- Vetting of our Suppliers to ensure they have policies and procedures in place to tackle modern slavery and awareness of reporting procedures where suspicion is aroused.
- Inclusion of a link to our Modern Slavery statement within all sub-contracts, and Purchase Orders; Insisting our Supply Chain has similar policies and ethical dealings in place.
- Training of our Commercial and Recruitment Teams, as well as our Site Managers and Site Supervisors, in recognizing the signs of modern slavery and exercising due diligence in monitoring workers on site.
- Toolbox Talks to raise awareness of this practice and avenues of reporting through the Unseen App.
- Participation in the Stronger Together in Construction's programme to raise awareness of the risks of modern slavery in our sector.
- Posting worker leaflets and posters in multiple languages on sites.
- Ensuring all our employees are paid a real Living wage into authentic personal bank accounts.

This statement will be updated at the end of every financial year henceforth.

Signed: 

Cathal McMullan, Managing Director

Date 31.03.24