

## MODERN SLAVERY STATEMENT

Financial Year 6<sup>th</sup> Apr 2019 – 5<sup>th</sup> Apr 2020



Kane have found no instances of modern slavery in our business or supply chain within the past year.

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

- Transparency in our own business dealings and due diligence processes in place to ensure all staff and appointees product legitimate documentation and bank details for direct payments.
- An anti-slavery and human trafficking policy communicated to all employees in our Staff handbook.
- Inclusion of our expectations within all sub-contracts and Purchase Orders; we insist that our Supply Chain has similar policies and ethical dealings in place.
- We ensure our Supply Chain comprises Bonafide business set-up with all legal documentation in place.
- Our Project Managers on site have received training in recognising the signs of modern slavery and exercise vigilance in monitoring workers on site.
- A whistle-blowing procedure allows 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.
- Any and all reported instances will be fully investigated with due diligence.

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

Signed:

A handwritten signature in black ink, appearing to read "Cathal McMullan".

**Cathal McMullan**

**Managing Director**

**Date: November 2019**