

## Modern Slavery Statement

Kane Group Building Services Ltd upholds the principles of the Modern Slavery Act 2015 in denouncing any form of slavery or human trafficking. Slavery and human trafficking 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 2022– 31<sup>st</sup> Mar 2023 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 and bank details for direct payments
- An Anti-slavery and human trafficking policy communicated to all employees in our Staff handbook
- Intolerance of forced labour, or exploitation in our supply chain, or procuring goods that have been produced through exploitation.
- Vetting of our Sub-contractors and suppliers to ensure they have policies and procedures in place to tackle modern slavery and reporting procedures where suspicion is aroused.
- We ensure our Supply Chain comprises bona fide business set-up with all legal documentation in place.
- 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.
- 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 vigilance in monitoring workers on site.
- 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.
- Toolbox Talks to raise awareness of this practice and avenues of reporting through the Unseen App.

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

**Signed:**

A handwritten signature in black ink, appearing to read "M. McMullan", is written over a light blue horizontal line.

Managing Director

**Date:** 28.03.23

