

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

This statement sets out Kilnbridge's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business, and its supply chains.

## Statement of Commitment

Kilnbridge is committed to ensuring that there is no modern slavery or human trafficking in any part of its business. This statement applies to all persons who act on our behalf in any capacity, including employees at all levels: directors, consultants, contractors, agency workers, and supply chain.

Kilnbridge acknowledges its responsibility under the Modern Slavery Act 2015 ("the Act") and will ensure transparency is achieved within the organisation so the objectives of the Act are achieved on a consistent basis.

The below sets out practices already in place at Kilnbridge and any committed actions set for 2021/22 in response to the regulatory requirement of the Modern Slavery Act.

## Our Organisation

As a multi-disciplined Construction and Civil Engineering organisation Kilnbridge strives to set the highest possible standards. We uphold our set of values steer all our activities towards excellence.

The Company operates predominately in the UK, mostly within London but do travel nationally.

The Company's supply chain is predominately EU based; however it also procures some products from Asia.

## Our Policy on Slavery and Human Trafficking

Kilnbridge is committed to acquiring goods and services for its use without causing harm to others. Kilnbridge will make reasonable endeavours to ensure all employees and agents within our supply chains are not subject to any form of forced, compulsory/bonded labour or human trafficking and that they are paid in line with the national minimum wage.

The CEO and Board of Directors have full responsibility in ensuring that the following Policies are enforced within the organisation and for ensuring all members of staff have a personal responsibility for the successful prevention of slavery and human trafficking. The following Kilnbridge Policies support the organisation's compliance with the Act:

- Anti-Slavery & Human Trafficking Policy
- Equality, Diversity and Inclusion Policy
- Responsible Procurement Policy

## Due Diligence

The business currently undertakes a pre-qualifying questionnaire within its supply chain, which allows an opportunity for vetting of activities.

## Training and Raising Awareness of Modern Slavery and Human Trafficking Issues

The following training has been provided within the business:

All procurement staff, along with a number of HSEQ and HR, have completed an on-line Modern Slavery and Human Trafficking training via the Supply Chain Sustainability School. Furthermore, in 2021 the Company launched a new Onboarding Induction programme, which includes a video raising awareness of Modern Slavery.

## Plan for continual improvement

It is the Company's intention to:

- Express its commitment to better understand its supply chains and working towards greater transparency and responsibility towards people working on them.
- Risk assess each of its suppliers using a detailed questionnaire based upon the risk of modern slavery and human trafficking by products and/or geography.
- The procurement department will raise awareness of modern slavery and human trafficking considerations within specific procurement categories. These considerations will then form part of our tendering procedures for goods, works and services in these categories.
- We will also raise awareness with our employees through training and by providing toolbox talks on the subject to staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.
- We will more closely monitor those supply chains that have been identified as a potential risk and take appropriate action if necessary.
- We will continue to ensure that adequate resources are made available to ensure that slavery and human trafficking is not taking place within our organisation or within our supply chains to the best of our knowledge.

We are continually looking at ways to improve our process for engaging with Recruitment Agencies on our supply chain. We continue assessing those Agencies on our supply chain by requiring confirmation of policies and practices undertaken to ensure they are compliant with the requirements of the Modern Slavery Act. Throughout 2021/22 we will aim to include a review of modern slavery in the audits of our supply chain.

In 2021 further enhancements have been made and Modern Slavery training has been mandated as a part of the organisation's onboarding process.

Furthermore, we continue to review and improve the Modern Slavery assessment as part of our Supply Chain Management.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Modern Slavery and Human Trafficking statement for the financial year ending 30 June 2021.



**Dermot McDermott**  
**Chief Executive Officer**