

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 2020/21 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 a small proportion of 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 Managing Director 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 and Procedures support the organisation's compliance with the Act:

- Anti-Slavery & Human Trafficking Policy
- Equality, Diversity and Inclusion Policy
- Ethical 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 Sustainability School.

Plan for continual improvement

It is the Company's intention to:

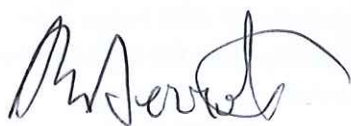
- Express its commitment to better understand its supply chains and working towards greater transparency and responsibility towards people working on them.
- Risk assess each of its suppliers using a detailed questionnaire based upon the risk of modern slavery and human trafficking by products and/or 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 by circulating emails and 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.
- Adequate resources will be made available to ensure slavery and human trafficking is not taking place within our organisation or within our supply chains to the best of our knowledge.

In 2019 we improved our process for engaging with Recruitment Agencies on our supply chain whereby agencies are required to confirm the policies and practices they have undertaken to ensure they are compliant with the requirements of the modern slavery act. Throughout 2020/21 we will aim to include a review of modern slavery in the audits of our supply chain.

In 2020 further enhancements have been made and Modern Slavery training has been mandated as a part of the organisations onboarding process.

Furthermore, we have enhanced 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 slavery and human trafficking statement for the current financial year.



Dermot McDermott
Chief Executive Office