

Modern Slavery Policy

Purpose

This policy is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that KPS Contractors Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. KPS Contractors Ltd have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

KPS Contractors Ltd is a family run business that started almost 40 years ago. Our services included all aspects of tree surgery, landscaping, fencing, ground maintenance and burials. Our aim is to provide a professional first class service, focused on customer care and satisfaction.

Our high-risk areas

Supply chain, where our timber, tools and vehicles are sourced, therefore we check our suppliers and ensure all policies are adhered too.

Our policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

-  Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
-  Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
-  Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
-  Code of business conduct. This code explains the manner, in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

KPS Contractors Ltd do not support or deal with any business knowingly involved in Slavery or Human Trafficking. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Training

As part of the Companies due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. The level of management control required for these sources will be continually monitored.

 **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:



No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

A handwritten signature in black ink, appearing to read 'Jody Smyth'.

Jody Smyth
Director
August 2024