



Modern Day Slavery & Labour Exploitation Policy Statement

Scope

This statement applies to all KH Engineering Services Limited staff, Contractors and Sub- Contractors employed by KH Engineering Services Limited and its subsidiary companies.

Introduction

KH Engineering Services Limited recognizes that during the recruitment of labour for both site and office there is a potential of the employment of those people who may unwittingly have been forced into modern day slavery, or have been exploited by others. We have introduced robust systems to ensure that we undertake checks to eliminate the opportunities of this occurring.

Policy

KH Engineering Services Limited is committed to the highest standards of ethical conduct and integrity in all of its business activities and has a zero tolerance policy against modern day slavery and the exploitation of labour.

All employees are issued with written contracts of employment prior to the commencement of work with our company and we have strict and robust policies and procedure in place to ensure that we do not pay any direct or indirect fees to obtain work or contacts.

Early in the recruitment process and prior to commencement of work we undertake standard checks to ensure that all potential employees have the right to work in the United Kingdom. Where a recruitment agency has been utilised to locate new employees, we obtain assurance from them that they also have carried out the appropriate checks on the persons they are supplying.

Legal documents in the person's possession are verified to ensure that these belong to the employee as victims will often be forced to use false or forged identity.

To further reduce the opportunities for abuse of the system, wages are paid direct into their own bank accounts. We do not pay with cash in hand/or cheque arrangements.

We check the names and addresses of those working for us to ascertain if there are a number of people listed at the same address as this may be an indication of high shared occupancy which is a recognised factor for those being exploited.

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We ensure that all employees know their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.

Where we have a concern, we will look for the obvious signs in respect of instances where the appearance of the person may be cause for concern. Particularly if they look malnourished, unkempt or appear withdrawn or, if they are suffering from physical injuries. We also observe if they appear to have few personal possessions and often wear the same clothes, or if the person appears to be wary of people in authority such as the police or immigration.

If the company has any suspicion that someone in our employment is being exploited or may have been trafficked, we would contact the Police via the 101 non-emergency number, or if it was felt that the person was in immediate danger, we would call 999 as a matter of urgency.

Signed:

Date: 16 November 2020

Mr. Darren Bates

Managing Director

The Managing Director shall review and update this policy statement whenever necessary and as a minimum will review its contents annually.

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