



**KINGDOM**

MODERN SLAVERY POLICY 2023

Welcome to the **Kingdom** family of services.

Kingdom Services Group welcomes the Modern Slavery Act and the requirements it places upon businesses in the UK to tackle and permanently eradicate all forms of slavery and human trafficking. We have adopted a zero-tolerance approach to modern slavery and are fully committed to preventing all forms of slavery and human trafficking from infesting our supply chain.

To this end we have implemented a 7-stage approach:

## **1. Policy**

This modern slavery statement has been endorsed by the Leadership Team and signed at the very highest level of the organization as evidence of our ongoing commitment to eradicating slavery.

## **2. Communication and Awareness**

This statement and policy have been communicated to all staff within our organization with periodic refresher communications being posted to confirm our approach to modern slavery. In accordance with best practice, we have posted this policy and statement on our website.

## **3. Supply Chain**

We have written to our suppliers and sub-contractors to confirm our approach to modern slavery and to gain their support in eradicating all forms of slavery. They are asked to confirm their own approach to modern slavery and provide evidence of their compliance with UK legal requirements around pay and conditions. We periodically audit suppliers and sub-contractors to verify to test their approach to modern slavery and will remove any suppliers and sub-contractors who have not taken reasonable steps to comply with our requirements.

## **4. Training and Understanding**

As well as communication and awareness, we have created a modern slavery training module for our staff, to give them a better understanding. We monitor participation and encourage staff to undertake.

## **5. Internal Audit**

We periodically review our approach to anti-slavery, producing audit reports that shall be made available to relevant authorities, customers and other interested parties and shall identify any findings and in particular, any non-conformance against the act. An annual ethical audit is undertaken to determine compliance with the Modern Slavery Act.

## **6. Review**

This statement is reviewed annually by the Leadership Team and signed by the CEO.

## 7. Certification

We have developed a modern slavery management system that includes processes and procedures to support our 7-stage approach. We continue to seek out opportunity to have our approach to modern slavery certificated to a national standard by a 3rd party awarding body.

Signed:

A handwritten signature in black ink, appearing to be 'John', written over a faint circular stamp or watermark.

01/04/23