



SECURITY | CLEANING | RECRUITMENT | TRAINING

KINGDOM

Service with **Care**

MODERN SLAVERY POLICY
Version 01/06/2025

Modern Slavery Policy 2025

At Kingdom Services Group, we stand firmly against modern slavery in any form. We fully support the Modern Slavery Act and the responsibilities it places on UK businesses to eliminate slavery and human trafficking. Our zero-tolerance approach reflects our unwavering commitment to a supply chain free from exploitation.

Here's how we're taking action:

1. Policy

This statement is endorsed by our Group Review Board and signed by our CEO, reaffirming our commitment to ending slavery. It represents the highest level of accountability within Kingdom.

2. Definition

Modern slavery is the term used within the UK and is defined within the Modern Slavery Act 2015 (the 'Act'). The term is used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking.

Human trafficking is where a person arranges, or facilitates, the travel of another person with a view to that person being exploited.

3. Communication and Awareness

We ensure all colleagues are aware of this policy through regular updates and training. To reinforce our stance, we've also published this statement on our website, making it accessible to everyone.

4. Supply Chain

We work closely with our suppliers and subcontractors to ensure they share our zero-tolerance approach. They must confirm their own compliance with UK laws on pay and conditions. Regular audits help us verify their practices, and we will not hesitate to stop working with anyone who falls short of these standards.

5. Training and Understanding

We've created a modern slavery training module to help our colleagues recognize and prevent slavery in all its forms. Participation is tracked, and we encourage all colleagues to complete this important training.

6. Internal Audit

Our approach to anti-slavery is reviewed through periodic audits, which highlight any gaps or non-compliance. These reports are shared with relevant authorities, customers, and stakeholders. An annual ethical audit ensures our compliance with the Modern Slavery Act remains robust.

7. Review

This policy is reviewed every year by the Group Review Board to ensure it remains effective. Our CEO personally signs off each review, demonstrating our leadership's active commitment.

8. Certification

We've developed a comprehensive management system to support our efforts. We're continually seeking opportunities to have our processes certified to national standards by recognized third-party organizations.

Signed:

A handwritten signature in black ink, appearing to read 'T. Barton', with a stylized flourish at the end.

Terry Barton, CEO 01/06/25

