



KCP ENVIRONMENTAL SERVICES LTD

Slavery & Human Trafficking

This statement sets out KCP Environmental Services Ltd policy on slavery & Human trafficking. Read in conjunction with Ethical Procurement Policy.

Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. There is a spectrum of abuse and it is not always clear at what point, for example, poor working practices and lack of health and safety awareness seep into instances of human trafficking, slavery or forced labour in a work environment. However, businesses have a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment (include wage and work hour), health and safety and human rights laws and international standards are adhered to, including freedom of movement and communications. There will be cases of exploitation that, whilst being poor labour conditions, nevertheless do not meet the threshold for modern slavery – for example, someone who works out with the UK may choose to work for less than the national minimum wage, or in undesirable or unsafe conditions, perhaps for long work hours, without being forced or deceived. Such practices may not amount to modern slavery if the employee can leave freely and easily without threat to themselves or their family. Organisations do still nevertheless have a legal duty to drive out poor labour practices in their business, and a moral duty to influence and incentivise continuous improvements in supply chains.

- Employment is freely chosen-afford employees freedom of association with the right to join an independent trade union or other workers' association
- No discrimination is practiced-see Equality & Diversity Policy (KCP)
- Diversity and good workforce practices are encouraged
- Child labour is eliminated- support the elimination of child labour or are employed in hazardous conditions.
- No inhumane treatment is allowed- prohibit physical abuse or coercion or other forms of intimidation.

All employees of KCP should ensure that they are vigilant to slavery & human trafficking offences and to ensure that these are not taking place within any part of KCP business or within any of KCP's supply chain.

A handwritten signature in blue ink, appearing to read 'Wendy Pring', is centered on the page.

Wendy Pring
Managing Director – January 2019