

Modern Slavery Statement
Kammac
V2.0
Date Created: 04/08/2020
Date to be reviewed: 04/08/2021
Created by: Paul Kamel



Modern Slavery Act 2015 Statement Kammac Ltd

This statement sets out the steps that Kammac Ltd has taken to address the risk of slavery and human trafficking occurring within our business or supply chains.

Modern Slavery and Human Trafficking

While this statement has been drawn up and is being published in compliance with the United Kingdom's Modern Slavery Act 2015 (Act), our organisation aims to address the risks of modern slavery and human trafficking in their widest sense. Our policies as well as this statement are therefore aimed at any abuses of a person's freedom or rights in a work environment or context that could amount to slavery or servitude. Kammac Ltd will not use or allow the use of forced or compulsory labour, slavery, servitude or human trafficking in the course of our business or supply chains. This includes sexual exploitation, securing services by force, threats or deception and securing services from children and vulnerable persons.

Our understanding of modern slavery extends beyond the definitions of the Act and is influenced both by the UN Universal Declaration of Human Rights and conventions of the International Labour Organisation, the latter in particular in relation to forced labour, which is the prevalent form of modern slavery. Forced labour includes debt bondage and the restrictions of a person's freedom of movement (for example by withholding that person's identity papers).

Kammac Ltd

Kammac Ltd's business involves the warehousing and transportation of goods and we take our responsibilities to, and the welfare of all of our employees very seriously. We are not aware of any occurrences of modern slavery in our business. We are also not aware of any particular risk of modern slavery being associated with our core business sectors or that the business is vulnerable to such risks. We also note that the business does not operate in jurisdictions that are generally deemed to have a high risk of modern slavery attached to them.

Our Supply Chain/Contractors

No instances of modern slavery have been discovered in our supply chain or contractors and we have no indications that our supply chain or any contractors used by the business are vulnerable to modern slavery. Consequently, we have no general concerns in relation to our suppliers or contractors in the context of modern slavery.

Current Policies and Due Diligence

We make enquiries with our suppliers and contractors to ensure that they comply not only with our quality standards, but also with our values and ethics. We make these enquiries at the outset of a new supplier or contract relationship. We also regularly monitor our supply and customer markets for hints of modern slavery and human trafficking. It is our firm policy to question relevant suppliers and contractors, if pricing levels raise the suspicion that full and legal fair labour costs have not been factored in to any quotes or pricing. Suppliers and contractors are required to submit a certificate of conformity in order to demonstrate

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compliance. We have a zero-tolerance policy in relation to modern slavery and it is consequently our policy to discontinue the business relationship, should a supplier or contractor be found to be involved in activities or processes that amount to modern slavery.

Current Policies – Individuals

Kammac Ltd has a code of principles and code policies that all employees are required to comply with and every employee is made aware of these when joining the business. Potential noncompliance by any employee will be pursued and sanctions will be implemented under applicable disciplinary/labour rules/laws. We also ensure that appropriate members of staff within the business receive training, which amongst other things covers the subject matter of modern slavery and members of the Senior Management Team are briefed on the subject.

Reporting and Whistle Blowing

Any individual who wants to raise concerns re modern slavery can do so confidentially either with their respective Line Manager or with a member of the Senior Management Team. We take pride in our internal culture of trust and confidence. Whistle blowers are assured of both anonymity and confidentiality.

Continued Monitoring

We will continue to review the risks and our policies on a regular basis and we will amend and take any action that is appropriate to ensure that modern slavery and human trafficking plays no part in our business.

Signed,

Managing Director.