



## Modern Slavery Statement

### Organisation

This statement applies to Kammac Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year ending December 2020.

### Organisational structure

Kammac Limited is a flexible and reliable third-party logistics (3PL) provider with strong family values. The organisation is controlled by a Board of Directors. Kammac provide nationwide supply chain management services to a wide range of companies, operating from our own and client sites. We are currently based in the North West, Staffordshire and Nottingham with further plans for growth. Kammac provides specialist storage, fulfilment and distribution to the Pharmaceutical and Healthcare industry. Our business involves the warehousing and transportation of goods and we take our responsibilities to, and the welfare of all of our employees very seriously. The labour supplied to the Organisation in pursuance of its operation is carried out wholly in the United Kingdom. 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.

### Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

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### **Supply chains**

In order to fulfil its activities, the main supply chains of the Organisation include those related to the warehousing and distribution of goods from various suppliers in the UK.

### **Potential exposure**

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist via the supply of temporary agency workers through recruitment agencies. In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited.

### **Steps**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- We are committed to the prevention of all forms of Modern Slavery, both in our business and our supply chains.
- 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.
- 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.
- We conduct our business fairly, ethically and with respect to fundamental human rights.
- We have a Modern Slavery Policy which must be read and complied with if by people that work for, or on behalf of Kammac in any capacity including as: an employee, director, officer, worker, consultant, volunteer, supplier or service provider.

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### **Policies**

Kammac Limited have employment policies that all employees are required to comply with and every employee is made aware of these when joining the business. Potential non-compliance by any employee will be pursued and sanctions will be implemented under applicable disciplinary procedures. 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. 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. We have a whistleblowing policy.

### **Slavery Compliance**

All concerns regarding modern slavery should be addressed to the HR Department via email HR@kammac.com, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signature:

A handwritten signature in black ink, appearing to read 'Paul Kamel', written over a light blue horizontal line.

Title: Paul Kamel, Managing Director

Date: 29/09/2021

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