



Modern Slavery and Human Trafficking Policy

Effective Date: January 2025

Company Name: KMS (Europe) Ltd

Policy Statement

KMS (Europe) Ltd is committed to ensuring that modern slavery and human trafficking have no place in our business operations or supply chains. We take a zero-tolerance approach to these practices and strive to act ethically, transparently, and responsibly in all business activities.

Purpose

This policy outlines our approach to preventing modern slavery and human trafficking within our organisation and supply chains, ensuring compliance with relevant legislation, including the UK Modern Slavery Act 2015.

Scope

This policy applies to all employees, contractors, suppliers, and business partners working on behalf of KMS (Europe) Ltd.

Our Commitments

To prevent modern slavery and human trafficking, KMS (Europe) Ltd is committed to:

- Conducting risk assessments to identify and mitigate modern slavery risks in our operations and supply chains.
- Engaging with suppliers and partners to communicate our zero-tolerance approach and expectations.
- Ensuring that appropriate due diligence and monitoring processes are in place.
- Training employees to recognise signs of modern slavery and understand how to respond.
- Encouraging reporting of concerns through confidential reporting mechanisms.
- Taking prompt and effective action if modern slavery practices are identified.

Supply Chain Management

We work closely with suppliers to ensure compliance with our anti-slavery stance by:

- Including modern slavery and human trafficking clauses in supplier contracts.
- Conducting supplier audits and requiring evidence of ethical labour practices.
- Prioritising partnerships with suppliers who demonstrate alignment with our ethical values.

Training and Awareness

All employees are required to undergo training to:

- Understand the risks of modern slavery.
- Identify warning signs.
- Report any concerns or suspected incidents.



Governance and Review

- The Managing Director is responsible for implementing and monitoring this policy.
- This policy is reviewed annually and updated as necessary to reflect changes in law or company operations.

Reporting Concerns

Employees and third parties can report concerns confidentially through our dedicated reporting channels.

By adhering to this policy, KMS (Europe) Ltd aims to promote ethical practices and safeguard the rights and dignity of individuals throughout our operations and supply chains.

Contact Information:

For questions or concerns about this policy, please get in touch with us at:

KMS (Europe) Ltd

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Signed:		Emlyn Cole-Jones
January 2025	MANAGING DIRECTOR KMS (EUROPE) LTD	

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