



## Ethical Trading Policy Statement

**Effective Date:** January 2025

**Company Name:** KMS (Europe) Ltd

### Policy Overview

KMS (Europe) Ltd is committed to promoting ethical trading practices across our operations and supply chains. We believe in conducting business in a way that respects human rights, upholds fair labour practices, and minimises environmental impact. We aim to foster a culture of integrity, transparency, and sustainability. As an **ISO 9001-accredited** organisation, we are committed to maintaining the highest quality standards, ethical behaviour, and continual improvement in all our business practices.

### Purpose

This policy outlines our commitment to ethical trading and our steps to ensure that our operations and supply chains align with internationally recognised standards for labour rights, environmental sustainability, and fair trade.

### Scope

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

### Our Commitments

To uphold ethical trading principles, KMS (Europe) Ltd is committed to:

1. **Human Rights and Labor Standards**
  - Ensuring all workers are treated with dignity and respect.
  - Prohibiting child labour, forced labour, and any form of modern slavery.
  - Promoting fair wages, safe working conditions, and reasonable working hours.
2. **Environmental Sustainability**
  - Minimising our environmental footprint through responsible sourcing and operational practices.
  - Working with suppliers to adopt sustainable practices and reduce waste.
3. **Fair Business Practices**
  - Upholding the highest integrity, honesty, and transparency standards in all transactions.
  - Avoid corruption, bribery, or any unethical practices.
4. **Supply Chain Management**
  - Partnering with suppliers who share our commitment to ethical practices.
  - Conducting regular audits and assessments of our suppliers to ensure compliance with our standards.
5. **Stakeholder Engagement**
  - Collaborating with employees, suppliers, and stakeholders to continuously improve our ethical trading practices.
  - Promoting awareness and training to empower employees and partners to make ethical decisions.



## Standards and Frameworks

KMS (Europe) Ltd is guided by internationally recognised standards, including:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs).
- The International Labour Organization (ILO) conventions.
- The Ethical Trading Initiative (ETI) Base Code.

As an ISO 9001-accredited company, our policies and practices are continually reviewed and enhanced to meet global standards of quality, sustainability, and ethical responsibility.

## Governance and Responsibility

The Managing Director is responsible for implementing and monitoring this policy, with support from department heads and procurement teams. This policy will be reviewed annually and updated to reflect changes in laws, regulations, and industry practices.

## Reporting Concerns

We encourage employees, suppliers, and stakeholders to report concerns or violations of this policy through our confidential reporting channels. All reports will be investigated promptly and without retaliation.

## Conclusion

KMS (Europe) Ltd is dedicated to ethical trading, which is a cornerstone of our business. By adhering to this policy, we aim to positively impact people, communities, and the planet while maintaining the trust and confidence of our customers and partners.

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## Contact Information:

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

### KMS (Europe) Ltd

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<b>Signed:</b>		<b>Emlyn Cole-Jones</b>
<b>January 2025</b>	<b>MANAGING DIRECTOR KMS (EUROPE) LTD</b>	

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