

## Modern Slavery Statement Policy

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that KM (Refrigeration & Electrical) Services Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. KM Services has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

We are a mechanical and electrical service maintenance company operating only in the UK, serving a varied private customer base.

### Our high risk areas

Suppliers of goods purchased and manufactured in the UK & abroad.

### Our suppliers

KM (Refrigeration & Electrical) Services Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery [and on site audits which include a review of working conditions]. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

This statement was approved by the Board of Directors on 1<sup>st</sup> January 2021

Signature.....  
Phillip Sugden (Director)

Date Reviewed.....  
8/1/2024