

Modern Slavery Act Policy Statement

Policy & Process Document



This statement sets out KLT's approach to understand all potential modern slavery risks related to its business, and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in the business and its supply chain. We also recognise we have a responsibility to take a robust approach to slavery and human trafficking.

We are a well-established utilities construction company specialising in gas utilities contracting. We employ over 100 employees in several locations. We also engage with a large supply chain of subcontractor workers who carry out activities on our behalf on our construction sites.

We expect the parties we engage with are as committed as us in ensuring there is no slavery or human trafficking within any part of our operations.

As part of this commitment within our business, we have implemented the following:

- A number of policies and procedures to ensure our business acts in an ethical and responsible manner. These include:
 - Fair Recruitment and Selection Policy
 - Gifts & Hospitality Policy
 - Whistle Blowing Policy
 - Ethical Business Conduct Policy
 - Anti-Bribery & Corruption Policy
- Use of specified, reputable employment agencies to source labour.
- Ensure our suppliers are aware of our policies and adhere to the same high standards by assessing they comply with laws and regulations. We request information on compliance with standards in health & safety, quality, environmental, equality, anti-corruption, slavery and human trafficking and adequacy of insurance protection.
- We verify all employees' right to work and we expect all suppliers to conduct right-to-work checks of their own workforce in accordance with the Immigration, Asylum and Nationality Act 2006
- Training for key employees and awareness for staff during induction; including treating each other with respect, adhering to laws, regulations and standards.
- We are accredited to the Living Wage Foundation paying minimum wages above the National Living Wage known as the Real Living Wage
- Employees are encouraged to identify and report any potential breaches of our Anti-Slavery and Human Trafficking policy to either the HR department or by using our Whistleblowing procedure to escalate. All Whistleblowing reports will be dealt with confidentially.

Through the above actions we are committed to preventing slavery and human trafficking in our activities. We will continually monitor and regularly review our processes to ensure we remain compliant in all areas.



Matt Dolan – Managing Director
31st January 2021

Next Review Date (on or by): 31st January 2022

Revision Record

Rev	Date	Author	Approved by	Details of Amendments
00	Jan 2019	HR	R Taylor	New Policy
01	Jan 2020	HR	M Dolan	Updated
02	Jan 2021	HR	M Dolan	Updated – Living Wage Foundation