

Ethical & Modern Slavery Act Policy & Statement of Intent

Modern Slavery is the term used within the UK and is defined within the Modern Slavery Act 2015.

KCE FM recognise that Modern Slavery is a crime and a violation of fundamental human rights. We are aware that Modern Slavery takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain

The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking (the latter of which comes from the Palermo Protocol).

KCE FM continues to adopt a zero tolerance to modern slavery, human trafficking, all forms of servitude and forced and compulsory labour and we fully support the government's objectives to eradicate all forms of modern slavery and human trafficking.

As part of our culture of good governance for good business within KCE FM Limited, we operate to a set of core values which reflect our relationships with our principal stakeholder groups: customers, manufacturers, shareholders, suppliers and team members. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015.

We continue to set high standards of impartiality, integrity, transparency and objectivity. We will ensure that our activities and those of our supply chains and contractors operate to the highest level of ethical standards operating under sound governance arrangements.

We require all organisations we engage with to ensure their goods, materials and labour-related supply chains are unambiguous:

- Fully comply with the Modern Slavery Act 2015; and are
- Clear, transparent, accountable and auditable; and are
- Free from ethical ambiguities.

We call upon all organisations we engage with to influence their supply chains by improving transparency, accountability, and training so that together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking

KCE FM Limited is committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings.

KCE FM comply with the Modern Slavery Act 2015 and our attitude to modern slavery is zero tolerance.

Callum Yates

3rd February 2025

Callum Yates

Chairman