

# MODERN SLAVERY STATEMENT

## FOR FINANCIAL YEAR 2021

### INTRODUCTION

The following statement has been published in accordance with the Modern Slavery Act 2015 and it sets out the actions that KGC Facades UK Ltd has taken and is continuing to take to ensure that the inherent risk of modern slavery and unethical labor practices within our industry is not taking place within our business or supply chain.

KGC Facades UK Ltd has a zero tolerance attitude to any form of modern slavery. The Respect for human rights and the elimination of modern slavery from our supply chains is our key goal.

To date the focus of our work to combat modern slavery has been centered on the development of key policies, the implementation of capable procedures and controls in defense against any form of modern slavery taking place within the business and/or our supply chain.

We also recognize that tackling modern slavery successfully relies on strong, open collaboration with our suppliers, our people, and our key stakeholders. We understand that it is our responsibility to set an example to our supply chain partners and our clients and work with them to tackle the existing issues.

### OUR POLICIES

#### Anti-Slavery Policy

This policy sets out the organisation's position on modern slavery and applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, contractors and suppliers.

#### Recruitment and Selection Policy

We operate a robust recruitment strategy, including conducting eligibility to work in the UK checks for all employees. All staff will not be asked to pay any direct or indirect fees to obtain work. We will conduct background checks and thorough Investigation on reputation of recruitment agencies and on any outsourced service provider.

#### Whistleblowing Policy

Everyone should feel comfortable to speak his or her mind, particularly with respect to ethics concerns. Managers have a responsibility to create an open and supportive environment where employees feel comfortable raising such questions. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

#### Business Ethics and Conduct Policy

The success of our business is dependent on the trust and confidence we earn from our employees, customers and shareholders. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

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## OUR SUPPLY CHAIN

KGC Facades UK Ltd operates a supplier policy and conducts due diligence on all suppliers before allowing them to do business with us. 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.

We make sure they have taken steps to eradicate modern slavery within their business, they pay their employees any prevailing minimum wage applicable within their country of operations, while reserving the right to terminate the contract at any time should any instances of modern slavery come to our attention.

## TRAINING

We regularly provide training to our employees in understanding the issues around modern slavery. Modern Slavery awareness raising throughout UK business operations provides the employees the opportunity to increase their understanding of the issues of modern slavery; what it is, how to spot the signs, and how to report it.

We also provide specialist training to those departments who are specifically involved in managing recruitment and our supply chains (such as HR, Procurement, Labor Supervision).

## OUR PERFORMANCE INDICATORS

In the context of modern slavery, KPIs are important in driving the performance of our business and shaping the way it operates. We are developing clear KPI's, which sits behind each of our focus areas regarding the eradication of modern slavery.

We will monitor our procedures and review the Anti-Slavery policy regularly and at least annually on publication of the company's annual statement. We will provide information and (if necessary) training on any changes which are made.

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes KGC's slavery and human trafficking statement for the financial year ending 31st December 2021.*

### KGC Facades UK Ltd

166 College Road, Harrow, Middlesex,  
United Kingdom, HA1 1BH

Registered in England & Wales No.: 13006228  
Vat No: GB373515885

[info@kgcgroup.com](mailto:info@kgcgroup.com)  
[www.kgcgroup.com](http://www.kgcgroup.com)



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Signed

Armantas Kutulis  
Chief Executive Officer  
KGC Facades UK Ltd