



The KAM Group SW LTD – Policies

MARCH 2024

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HEALTH & SAFETY POLICY

THE KAM GROUP SW IS COMMITTED TO THE EFFECTIVE MANAGEMENT OF HEALTH AND SAFETY ACROSS THE GROUP. WE AIM TO REDUCE HAZARDS AND ASSOCIATED RISKS SO FAR AS REASONABLY PRACTICABLE TO PREVENT ACCIDENTS, INJURIES, ILL HEALTH, UNSAFE ACTS AND UNSAFE CONDITIONS. THIS REQUIRES OUR COMMITMENT TO: CONTINUOUSLY IMPROVING HEALTH AND SAFETY PERFORMANCE THROUGH THE PREVENTION OF ACCIDENTS AND INCIDENTS; TO PROVIDING A SAFE AND HEALTHY WORK ENVIRONMENT WHICH PROTECTS EMPLOYEES, CONTRACTORS, CUSTOMERS AND VISITORS; WHILST ENSURING AS FAR AS REASONABLY PRACTICABLE COMPLIANCE WITH CURRENT REGULATIONS AND LEGISLATION REGARDING HEALTH AND SAFETY.

WE WILL ACCOMPLISH THIS COMMITMENT BY:

- PROMOTING AND DRIVING AN INNOVATIVE AND POSITIVE HEALTH AND SAFETY CULTURE THROUGHOUT THE ORGANISATION
- ENGAGING THE WHOLE WORK FORCE IN HEALTH AND SAFETY MATTERS
- VISIBLE AND ACTIVE COMMITMENT FROM MANAGEMENT TO LEAD BY EXAMPLE.
- PLACING HIGH PRIORITY ON HEALTH AND SAFETY CONSIDERATIONS IN MANAGING OUR BUSINESS.
- PROVIDE RELEVANT HEALTH AND SAFETY TRAINING AND SUPERVISION, SAFE PLANT AND EQUIPMENT.
- ELIMINATING HAZARDS AND REDUCING RISKS WHEREVER PRACTICABLE
- ENCOURAGING AND SUPPORTING THE REPORTING OF NEAR MISSES AND SAFETY OBSERVATIONS
- POSITIVE INTERVENTION WHEN OBSERVING UNSAFE ACTS OR CONDITIONS
- RECOGNISING AND LEARNING FROM ALL ACCIDENTS, INCIDENTS, NEAR MISSES & OBSERVATIONS AND ACTING DECISIVELY TO ELIMINATE FUTURE RISK AS FAR AS REASONABLY PRACTICABLE.
- SET, MONITOR AND REVIEW HEALTH & SAFETY OBJECTIVES AND ACTIONS TO ENSURE IMPROVEMENTS ARE IMPLEMENTED.
- IDENTIFYING AND MITIGATING HEALTH AND SAFETY RISKS THROUGH CO-OPERATION WITH STAKEHOLDERS
- PROVIDING THE REQUIRED RESOURCES AND SUPPORT TO ACHIEVE THE ABOVE RESPONSIBILITIES EVERY EMPLOYEE WITHIN THE GROUP HAS RESPONSIBILITIES FOR HEALTH AND SAFETY. IN ADDITION TO THIS, KAM WILL ENCOURAGE AND SUPPORT ALL STAFF TO TAKE PERSONAL RESPONSIBILITY FOR THEIR OWN HEALTH AND SAFETY AND THAT OF THOSE AROUND THEM. ARRANGEMENTS WE AIM TO DELIVER ON THE ABOVE COMMITMENTS THROUGH OUR HEALTH AND SAFETY PILLARS:

SAFE ENVIRONMENT

SAFE SYSTEMS

SAFE PEOPLE

SAFE EQUIPMENT

THE MANAGING DIRECTOR WILL AGREE OBJECTIVES AGAINST EACH OF THESE PILLARS ON AN ANNUAL BASIS WHICH WILL BE DELIVERED THROUGH LINE MANAGERS, SUPPORTED BY HEALTH & SAFETY MANAGERS, WITH A PROCESS FOR MONITORING PROGRESS AGAINST THEM. THIS POLICY WILL BE SUPPLIED TO STAKEHOLDERS AND INTERESTED PARTIES UPON REQUEST. THIS POLICY HAS BEEN AUTHORISED BY

MANAGING DIRECTOR

DARREN NEGUS

SAFEGUARDING POLICY

COMMITMENT

KAM GROUP IS COMMITTED TO ACTING ETHICALLY AND WITH INTEGRITY TO SAFEGUARD COLLEAGUES AND THE PEOPLE WE WORK WITH. INCLUDING AFFECTED AND VULNERABLE PEOPLE IN PARTICULAR. AS A COMPANY WE DO NOT TOLERATE ANY FORM OF ABUSE OR EXPLOITATION. WE HAVE PUT IN PLACE AND ENFORCE MEASURES AND CONTROLS THAT DEMONSTRATE OUR COMMITMENT TO SEE THAT ABUSE AND EXPLOITATION ARE NOT TAKING PLACE IN OUR PROJECTS AND WITHIN OUR BUSINESS. WE ARE COMMITTED TO COMPLYING WITH LEGAL REQUIREMENTS IN THE RESPECTIVE INDUSTRIES WE WORK IN AND UNDERTAKE TO REFER CONCERNS ABOUT POTENTIALLY CRIMINAL BEHAVIOUR TO THE RELEVANT AUTHORITIES AND TO OUR CLIENTS.

RESPONSIBILITY

THE PRINCIPLES OF GOOD STANDARDS OF BEHAVIOUR AND RESPECT ARE EMBEDDED IN THE COMPANY’S VALUE OF PROGRESS, RESPECT, INTEGRITY, DRIVE AND EXCELLENCE. THIS POLICY IS FROM OUR OVERALL FRAMEWORK FOR ALL SAFEGUARDING STAFF WITHIN KAM GROUP LTD. OUR MANAGING DIRECTOR IS RESPONSIBLE FOR THE EFFECTIVE IMPLEMENTATION AND MAINTENANCE POLICY.

APPROACH

WE SEEK TO SAFEGUARD THOSE WE WORK WITH THROUGH OUR RECRUITMENT, SELECTION AND VETTING PROCESSES, INCLUDING BACKGROUND CHECKS, DISCLOSURE STATEMENTS AND REFERENCES FOR NEW COLLEAGUES, BUSINESS PARTNERS AND OUR SUPPLY CHAIN. EMPLOYEES, CONTRACTORS, SUPPLIERS AND AFFECTED PERSONS ARE ENCOURAGED TO RAISE CONCERNS WITHOUT FEAR OF REPRISAL, EITHER THROUGH THEIR RESPECTIVE LINE MANAGERS OR BY OUR IN-HOUSE CONFIDENTIALITY POLICY. AWR GROUP WILL INVESTIGATE ALL CONCERNS RAISED RELATED TO SAFEGUARDING WITH INDEPENDENT TEAMS THAT ARE COMMITTED TO MAINTAINING CONFIDENTIALITY OF REPORTS. WE SEEK TO TAKE SWIFT ACTION TO SUPPORT AND PROTECT VULNERABLE PEOPLE WHERE CONCERNS ARISE REGARDING POSSIBLE ABUSE OR EXPLOITATION.

KAM GROUP SEEK THROUGH IMPLEMENTATION OF THIS POLICY, TO CONTINUE TO RAISE AWARENESS, TO PREVENT AND LEARN FROM INCIDENTS, AND COLLABORATE WITH CLIENTS AND PARTNERS TO ENSURE ETHICAL AND SAFE WORKING ENVIRONMENTS.

SIGNATURE: DARREN.NEGUS

DATE: MARCH 2024

PRIVACY POLICY

THE KAM GROUP SW LTD TAKE YOUR PRIVACY SERIOUSLY AND WILL ONLY USE YOUR PERSONAL INFORMATION TO PROVIDE THE PRODUCTS AND SERVICES YOU HAVE REQUESTED FROM US.

INFORMATION COLLECTION, USE, AND SHARING

WE ARE THE SOLE OWNERS OF THE INFORMATION COLLECTED ON THIS SITE. WE ONLY COLLECT AND HAVE ACCESS TO INFORMATION THAT YOU CHOOSE TO GIVE US.

THIS IS LIMITED TO YOUR NAME, EMAIL ADDRESS AND TELEPHONE NUMBER, AND ANY ADDITIONAL DETAILS THAT YOU VOLUNTEER.

WE WILL NOT SELL OR RENT THIS INFORMATION TO ANYONE.

WE WILL USE YOUR INFORMATION TO RESPOND TO YOUR ENQUIRY AND, IF YOU HAVE SIGNED UP TO RECEIVE OUR EMAIL NEWSLETTERS, TO LET YOU KNOW ABOUT THE LATEST NEWS FROM THE KAM GROUP SW LTD AND SHARE OUR VIEWS ABOUT INDUSTRIAL CLEANING AND CONSULTANCY SERVICES.

YOUR ACCESS TO AND CONTROL OVER INFORMATION

YOU CAN OPT OUT OF ANY FUTURE CONTACTS FROM US AT ANY TIME. YOU CAN ALSO CONTACT US BY EMAIL OR PHONE IN ORDER TO:

- SEE WHAT DATA WE HAVE ABOUT YOU, IF ANY
- CHANGE OR CORRECT ANY DATA WE HAVE ABOUT YOU
- HAVE US DELETE ANY DATA WE HAVE ABOUT YOU
- EXPRESS ANY CONCERN YOU HAVE ABOUT OUR USE OF YOUR DATA

EMAIL: DARREN@KAMGROUPSW.CO.UK

PHONE: 07506 284830

COOKIES

WE USE “COOKIES” ON THIS WEBSITE. A COOKIE IS A PIECE OF DATA STORED BY YOUR WEB BROWSER THAT HELPS US IMPROVE YOUR ACCESS TO THE SITE AND IDENTIFY REPEAT VISITORS. COOKIES CAN ALSO ENABLE US TO TRACK AND TARGET THE INTERESTS OF OUR USERS TO ENHANCE THE EXPERIENCE ON OUR SITE.

USAGE OF A COOKIE IS IN NO WAY LINKED TO ANY PERSONALLY IDENTIFIABLE INFORMATION ON OUR SITE.

YOU HAVE THE ABILITY TO PREVENT YOUR COMPUTER FROM ACCEPTING COOKIES BUT, IF YOU DO, CERTAIN FUNCTIONALITY ON THE WEBSITE MAY BE IMPAIRED.

SIGNATURE: D. NEGUS

DATE: MARCH 2024

DUTY OF CARE POLICY

INTRODUCTION

KAM GROUP LTD WAS ESTABLISHED IN MARCH 2022 BY DARREN NEGUS OUR MANAGING DIRECTOR.

BASED IN DEVON, WE OFFER A COMPLETE MANAGEMENT OF WASTE SERVICES, WHICH IS PRIMARILY LICENCED WASTE CARRIER SERVICES. WE EMPLOY FOUR MEMBERS OF STAFF AND WORK CLOSELY WITH A NETWORK OF DISPOSAL DEPOTS TO OFFER LEGAL DISPOSAL OF INDUSTRIAL AND COMMERCIAL WASTE NATIONWIDE., AS WELL AS PROVIDING BESPOKE SERVICES SUCH AS CONFINED SPACE TANK CLEANING, RESCUE SERVICES, JETTING AND HIGH-PRESSURE WATER JETTING AND INDUSTRIAL CLEANING.

WE SERVICE LARGE AND SMALL CUSTOMERS CONTRACTUALLY AND, ON AN AD-HOC BASIS USING OUR EQUIPMENT OF MODERN AND WELL-EQUIPPED VACUUM-TANKER TRUCKS AND HIGH-PRESSURE JETTING UNITS.

COPIES OF THE RELEVANT ACCREDITATION’S CERTIFICATES ARE AVAILABLE UPON REQUEST.

SERVICES

- INTERCEPTOR CLEANING AND SERVICING
- CONFINED SPACE TANK CLEANING
- LIQUID WASTE REMOVAL
- SEWAGE REMOVAL
- SEPTIC TANK CLEANING
- CONFINED SPACE RESCUE
- JETTING
- HIGH PRESSURE JETTING
- NDT SERVICES
- GULLY POT CLEANING
- GULLY WASTE TREATMENT
- ACO CHANNEL CLEANING
- TANK INSTALLATIONS
- PUMP STATION CLEANING
- SPILLAGE CLEANING RESPONSE
- TANK REMOVAL
- INDUSTRIAL CLEANING
- HAZARDOUS WASTE COLLECTION & REMOVAL
- WORKSHOP WASTE COLLECTION & REMOVAL
- TOTAL WASTE MANAGEMENT

AS A WELL-ESTABLISHED COMPANY IN THE FIELD OF WASTE MANAGEMENT, WE HAVE THE ADVANTAGE OF A LARGE CONTRACTOR BASE WHO CAN ASSIST US IN SOME OF THESE AREAS OF WORK. ALL CONTRACTORS UNDERGO ANNUAL REVIEW FOR SUITABILITY AND COMPLIANCE AND ONLY THOSE WHO STRIVE FOR PROFESSIONALISM AND HIGH CUSTOMER STANDARDS ARE SELECTED TO WORK FOR US. OUR PARTNER CONTRACTORS AID US IN SERVICING CUSTOMERS WE SOMETIMES CANNOT REACH OURSELVES.

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DUTY OF CARE CONTINUED

COMMITMENTS, WE ENSURE ALL ACTIVITY ACHIEVES OUT EXPECTED QUALITY & ENVIRONMENTAL STANDARD COMMITMENTS.

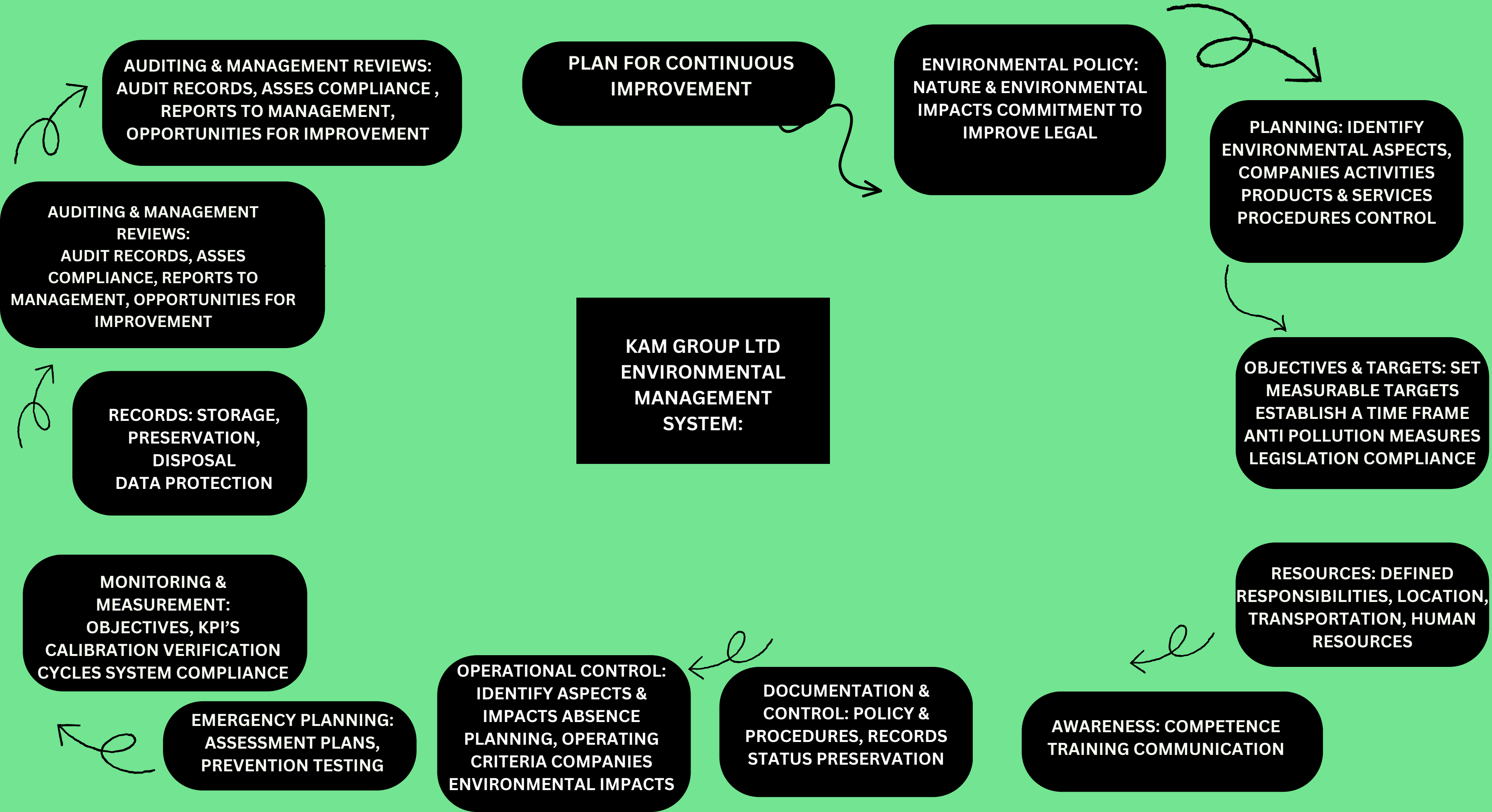
- ENSURE SATISFACTION IS ACHIEVED FROM OUR CUSTOMERS AND INTERESTED ORGANISATIONS WITH THE PRODUCTS WE SUPPLY AND TO THE STANDARDS WE WORK TO. THIS WILL BE ACHIEVED BY REGULAR FEEDBACK FROM CUSTOMERS, INTERNAL AUDITS, MANAGEMENT MEETINGS AND CONSTANT DRIVE TO ENSURE ACCREDITATION AND PROMOTE CONTINUOUS IMPROVEMENT.
- FULFIL ALL OBLIGATIONS TO PRACTICE OUR WORK IN A MANNER WHICH TAKES INTO ACCOUNT AN ENVIRONMENTAL RESPONSIBILITY TO REDUCE POLLUTION AND ENSURE LEGISLATIVE COMPLIANCE. THIS ETHOS SHALL BE EXPECTED OF STAFF AND SUPPLIERS AND THE CULTURE DRIVEN FROM OUR TOP MANAGEMENT.
- PROVIDE STANDARD OPERATING PROCEDURES FOR ALL WORK CARRIED OUT, AS WELL AS INDEXED DOCUMENTATION AND REGULAR REVIEW OF BOTH TO ENSURE A UNIFORM STANDARD. ALL EQUIPMENT USED IN THE SCOPE OF OUR WORK SHALL BE TESTED FOR ACCURACY AND EFFICIENCY TO ENSURE WE CAN PROVIDE ACCURATE MEASUREMENTS IN ANY ASPECT.
- BE PROACTIVE IN OUR METHODS TO SOURCE ALL PRODUCTS AND SERVICES WHICH COMPLY WITH THE EXPECTED QUALITY AND ENVIRONMENTAL STANDARD OF THE BUSINESS. THIS WILL INCLUDE, BUT NOT BE LIMITED TO; PURCHASING ETHICALLY SOURCED PRODUCTS, ENSURING ANY WORK CARRIED OUT EXTERNALLY IS BEING DONE SO BY APPROVED CONTRACTORS, AND ENSURING THE PRINCIPLE OF ‘SUSTAINABLE DEVELOPMENT’ IS APPLIED IN THE WORKPLACE.
- PROVIDE TECHNOLOGY AND EQUIPMENT, WITH SYSTEMATIC TRAINING, TO ENSURE ALL DUTIES ARE COMPLETED BEING MINDFUL OF THEIR POTENTIAL ENVIRONMENTAL IMPACT AND TO A CORRECT STANDARD. KAM GROUP WILL MONITOR TRAINING AND PERFORMANCE OF ALL STAFF CONTINUOUSLY.
- EXPECT ALL STAFF AND CONTRACTORS TO BE AWARE OF THEIR OWN DUTIES TO COMPLY WITH THE OUTLINED POLICY AND STANDARD LAID OUT. NONCOMPLIANCE TO THIS POLICY WILL BE HIGHLIGHTED AS A TRAINING AND/OR DISCIPLINARY ISSUES.
- RECORD AND ACT UPON ALL NON-CONFORMANCES AND REGULARLY MEASURE THE PERFORMANCE AND STANDARD OF OUR OWN WORK BY MEANS OF INTERNAL AND EXTERNAL AUDITING, AND STAFF APPRAISALS. THESE ARE CARRIED OUT TO ENSURE ALL WORK IS COMPLETED TO AN EXPECTED STANDARD AND ALLOWS US TO CONTINUALLY IMPROVE ON THE SERVICES, WE PROVIDE.

THIS COMBINED QUALITY & ENVIRONMENTAL POLICY ENCAPSULATES THE CORE VALUES AND AIMS KAM GROUP WILL APPLY TO THE WORKPLACE. CONTINUAL MONITORING, REVIEWING, AND MENTORING WILL ENSURE WE ACHIEVE OUR AIMS AND OBJECTIVES WITHIN OUR WORKPLACE.

SIGNATURE: DARREN.NEGUS

DATE: MARCH 2024

DUTY OF CARE CONTINUED



ENVIRONMENTAL POLICY

PURPOSE

THIS POLICY SETS OUT OUR COMMITMENT, RESPONSIBILITY AND APPROACH TO ENVIRONMENTAL MANAGEMENT AT KAM GROUP FOR THE BENEFIT OF OUR COLLEAGUES OUR CLIENTS AND ENVIRONMENT.

COMMITMENT

OUR VISION IS TO BE A LEADING REGIONAL COMPANY IN ADVANCING SUSTAINED ECONOMIC, SOCIAL AND ENVIRONMENTAL WELLBEING TO MEET THE NEEDS OF OUR CLIENTS AND SOCIETIES THEY SUPPORT.

KAM GROUP ARE COMMITTED TO USING OUR EXPERTISE TO DEVELOP EFFECTIVE AND SUSTAINABLE SOLUTIONS. THE OUTCOMES OF OUR ASSIGNMENTS MEET OUR CLIENTS’ EXPECTATIONS THROUGH ADDRESSING ENVIRONMENTAL CHALLENGES; OUR SOLUTIONS PROTECT THE ENVIRONMENT AND MINIMISE POLLUTION, WHILE RECOGNISING CHANGING SOCIO-ECONOMIC NEEDS AND REMAINING COMPLIANT WITH LEGISLATION AND REGULATION. KAM GROUP WILL MAINTAIN AND CONTINUALLY IMPROVE OUR ENVIRONMENTAL MANAGEMENT SYSTEM.

OUR AIM IS TO SIGNIFICANTLY REDUCE OUR CARBON FOOTPRINT EVERY YEAR BY SETTING OURSELVES TANGIBLE TARGETS -TO REDUCE KEY AREAS SUCH AS FUEL, WASTE, PAPER AND AVOID USING SINGLE-USE PLASTICS (SUP’S).

RESPONSIBILITY

OUR MANAGING DIRECTOR IS RESPONSIBLE FOR THIS POLICY AND FOR THE EFFECTIVE IMPLEMENTATION, MAINTENANCE AND REVIEW OF ENVIRONMENT MANAGEMENT.

THE OPERATIONS DIRECTOR IS RESPONSIBLE FOR THE EFFECTIVE OPERATION OF THIS POLICY AND ITS DEVELOPMENT.

ON A DAY-TO-DAY BASIS THE RESPECTIVE DEPARTMENT MANAGERS ARE RESPONSIBLE FOR MONITORING AND REVIEWING THEIR DEPARTMENT’S IMPLEMENTATION. OUR DEPARTMENT MANAGERS ARE ALSO RESPONSIBLE FOR DEVELOPING SOLUTIONS TO MEET OUR CLIENT REQUIREMENTS, RECOGNISING THAT SUSTAINABLE PROJECTS THAT INCORPORATE ENVIRONMENTAL MITIGATION MEASURES AND OFFER SIGNIFICANT VALUE ADVANTAGES THROUGH THE ASSET LIFECYCLE.

APPROACH

OUR ENVIRONMENTAL MANAGEMENT SYSTEM PROVIDES AN INTEGRATED PROCESS TO IMPROVE THE EFFECTIVENESS AND EFFICIENCY OF OUR INTERNAL OPERATIONS AND PROJECTS.

KAM GROUP ALSO COMPLY WITH ALL LEGAL AND REGULATORY REQUIREMENTS IN EVERY REGION WE WORK. WE AIM WHERE PRACTICABLE; TO ENSURE OUR OFFICES ENERGY COMES FROM RENEWABLE SOURCES.

WE MEASURE OUR CONSUMPTION OF SINGLE-USE PLASTICS (SUP’S) IN ALL OUR OFFICES TO UNDERSTAND OUR SUP FOOTPRINT. WE CURRENTLY WORK WITH ALL OF OUR SUPPLIERS AND SUBCONTRACTORS TO ENSURE WE ALL REMOVE SUP’S FROM OUR SUPPLY CHAIN AND ENCOURAGE OUR STAFF TO MAKE PERSONAL COMMITMENT TO HELP THE BUSINESS ACHIEVE THIS

OBJECTIVE.

OUR DESIGNS ADOPT BEST PRACTICE IN OPTIMISING THE USE AND REUSE OF PLASTICS WITHIN OUR APPROACH TO DEVELOPING SUSTAINABLE SOLUTIONS.

KAM GROUP WORK WITH OUR CLIENTS AND OTHERS TO DEVELOP SOLUTIONS THAT CREATE OPPORTUNITIES FOR ENVIRONMENTAL PROTECTION AND RESILIENCE.

WE ARE REDUCING OUR CARBON FOOTPRINT AND USE OUR INTERNAL DUTY OF CARE POLICY TOOL TO MINIMISE THE EMBEDDED AND OPERATIONAL CARBON OF OUR SOLUTIONS, WHILST MINIMISING COSTS.

SIGNATURE: DARREN.NEGUS

DATE: MARCH 2024

ANTI - SLAVERY POLICY

INTRODUCTION

THE KAM GROUP (KAM) RECOGNISES THAT IT HAS A RESPONSIBILITY TO TAKE A ROBUST APPROACH TO SLAVERY AND HUMAN TRAFFICKING. THE ORGANISATION IS ABSOLUTELY COMMITTED TO PREVENTING SLAVERY AND HUMAN TRAFFICKING IN ITS ACTIVITIES, AND TO ENSURING THAT ITS SUPPLY CHAINS ARE FREE FROM SLAVERY AND HUMAN TRAFFICKING. THE KAM GROUP RECOGNISE THAT MODERN SLAVERY AND HUMAN TRAFFICKING MAY TAKE VARIOUS FORMS INCLUDING FORCED LABOUR, SERVITUDE, HOLDING A PERSON IN COMPULSORY LABOUR AND FACILITATING A INDIVIDUALS TRAVEL IN ORDER TO EXPLOIT THEM SOON AFTER.KAM RECOGNISE THESE ACTIVITIES ARE A CRIME AND A VIOLATION OF INDIVIDUALS HUMAN RIGHTS.

THE STRUCTURE OF OUR ORGANISATION: •

THE KAM GROUP LTD IS A PRIVATELY OWNED COMPANY WITH BUSINESS ACTIVITIES THROUGHOUT THE UK.

- OUR BUSINESS IS ORGANISED INTO TWO SPECIFIC BUSINESS AREAS THESE ARE CONFINED SPACE TANK CLEANING AND CONSULTANCY
- THE GROUP EMPLOYS APPROX. 4 PEOPLE.

SCOPE

WE ARE COMMITTED TO ENSURING THAT THERE IS NO MODERN SLAVERY OR HUMAN TRAFFICKING IN OUR SUPPLY CHAINS OR IN ANY PART OF OUR BUSINESS. OUR ANTI-SLAVERY STATEMENT REFLECTS OUR COMMITMENT TO ACTING ETHICALLY AND WITH INTEGRITY IN ALL OUR BUSINESS RELATIONSHIPS AND TO IMPLEMENTING AND ENFORCING EFFECTIVE SYSTEMS AND CONTROLS TO ENSURE SLAVERY AND HUMAN TRAFFICKING IS NOT TAKING PLACE ANYWHERE IN OUR SUPPLY CHAINS. WE HAVE IN PLACE SYSTEMS TO ENCOURAGE THE REPORTING OF CONCERNS AND THE PROTECTION OF WHISTLE BLOWERS. WE HAVE ZERO TOLERANCE TO MODERN SLAVERY AND HUMAN TRAFFICKING. WE EXPECT ALL THOSE IN OUR SUPPLY CHAIN AND ANY CONTRACTORS TO ADHERE TO THESE VALUES. THE BUSINESS DIVISIONS OF CONFINED SPACE TANK CLEANING AND CONSULTANCY OPERATIONS ARE RESPONSIBLE FOR THE COMPLIANCE OF THESE VALUES IN THEIR RESPECTIVE DEPARTMENTS. KAM WILL ENSURE THAT ALL RELEVANT EMPLOYEES RECEIVE AWARENESS RAISING SESSIONS AND TRAINING AROUND MODERN SLAVERY AND HUMAN TRAFFICKING, THIS WILL INCLUDE:

- TRAINING AROUND THE IMPLEMENTATION AND CONTINUED ADHERENCE TO THIS POLICY;
- UNDERSTANDING THE MODERN SLAVERY ACT 2015;
- UNDERSTANDING WHAT MODERN SLAVERY AND HUMAN TRAFFICKING MAY LOOK LIKE WITHIN OUR INDUSTRY AND SUPPLY CHAIN;
- HOW TO ASSESS THE RISK OF MODERN SLAVERY AND HUMAN TRAFFICKING WITH CURRENT SUPPLIERS AND NEW SUPPLIERS;
- WHAT INITIAL STEPS SHOULD BE TAKEN IF MODERN SLAVERY OR HUMAN TRAFFICKING ARE SUSPECTED AND HOW TO ESCALATE CONCERNS.

SIGNATURE: DARREN.NEGUS

DATE: MARCH 2024



The KAM Group SW
Industrial Cleaning & Consultancy Services

TO LEARN ABOUT OUR OTHER POLICIES AND PROCEDURES PLEASE CONTACT

DARREN@KAMGROUPSW.CO.UK