

JK Wildlife Management
Rabbit, Fox, Deer and Avian Control



Modern Slavery Policy
JK Wildlife Management Ltd

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Distribution: All Employees, Subcontractors, Clients (on request)

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1.0 Policy Statement

JK Wildlife Management Ltd is fully committed to preventing modern slavery, human trafficking, forced labour, and exploitative working practices within our business and supply chains. We operate with zero tolerance for any form of slavery or servitude, and actively uphold the human rights, safety, and dignity of every person working on our behalf.

2.0 Scope and Objectives

This policy applies to all employees, subcontractors, suppliers, and business partners engaged with JK Wildlife Management Ltd. Its purpose is to:

- Ensure full compliance with the Modern Slavery Act 2015
- Promote ethical employment and procurement practices
- Detect and prevent any form of labour exploitation or abuse
- Embed a culture of transparency, accountability, and respect

3.0 Legal Framework

This policy is developed in accordance with:

- Modern Slavery Act 2015
- Human Rights Act 1998
- International Labour Organisation (ILO) Conventions
- UN Guiding Principles on Business and Human Rights
- Employment Rights Act 1996 and relevant UK employment law

We are committed to meeting or exceeding all applicable legal standards relating to fair employment, ethical trade, and worker protection.

4.0 Organisational Commitment

JK Wildlife Management Ltd will:

- Ensure no forced, bonded or involuntary labour is used
- Never employ anyone under the legal minimum age
- Ensure all work is conducted voluntarily and freely
- Respect freedom of movement and termination of employment
- Pay fair wages and meet minimum wage legislation
- Uphold workers' rights to rest, health, and dignity
- Maintain clear and lawful contracts with all workers

The Managing Director holds overall accountability for compliance and reporting obligations under this policy.

5.0 Employment Practices

We operate lawful and ethical recruitment processes, including:

- Right-to-work checks and identity verification
- Transparent contracts outlining pay, terms, and conditions
- No use of recruitment fees or withheld wages
- Equal opportunity and non-discrimination across all roles
- Direct employment relationships with all staff unless subcontracted via approved partners

All employees are entitled to access payslips, contracts, and complaint procedures at any time.

6.0 Supply Chain and Procurement Controls

JK Wildlife Management Ltd maintains oversight of our supply chain and engages only with reputable vendors and contractors who share our values.

We require that all suppliers and subcontractors:

- Comply with the Modern Slavery Act 2015
- Do not use forced, bonded or trafficked labour
- Provide safe and fair working conditions
- Cooperate with audits, due diligence, or site inspections as required
- Sign or acknowledge our Ethical Procurement Policy (where appropriate)

Any breach of these requirements may lead to contract suspension or termination.

7.0 Risk Assessment and Due Diligence

We assess modern slavery risks as part of:

- Supplier and subcontractor onboarding
- Project and site mobilisation planning
- Ongoing reviews of operational activities involving vulnerable labour (e.g. seasonal, migrant, or third-party contracted workers)

Where higher-risk activities or regions are identified, we will implement enhanced scrutiny and action plans.

8.0 Training and Awareness

All employees and management receive appropriate awareness training, covering:

- What modern slavery is and how to recognise the signs
- Legal duties and company responsibilities
- How to respond to suspicions or concerns
- Use of our whistleblowing procedure

Supervisors are trained to spot risks of coercion, unfair treatment, or illegal working on-site.

9.0 Reporting and Whistleblowing

We operate an open and protected reporting culture. Concerns may be raised anonymously via:

- Line managers
- The Managing Director
- Our internal Whistleblowing Policy
- The Modern Slavery Helpline (0800 0121 700)

All reports are treated seriously and confidentially. Retaliation or victimisation of whistleblowers is strictly prohibited.

10.0 Policy Review

This policy is reviewed annually and updated to reflect:

- Legislative changes
- Emerging industry risks
- Audit or inspection findings
- Feedback from staff or partners

We will publish an annual modern slavery statement if legally required or requested by clients.



James Kennedy
Managing Director

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