



Modern Slavery and Human Trafficking Statement

Company Structure

KpH Deconstruction Services Ltd, a member of the KpH Group is a Demolition Company involved in Deconstruction and Demolition. KpH operates predominantly within the M25 but can mobilise to anywhere within the UK. KpH Group Ltd has circa 50 members of staff and has an annual turnover of £10m.

We work closely with a number of suppliers and subcontractors, the majority of whom operate within the UK, so we believe, together with the steps set out below, this mitigates our risk.

Statement

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. This 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 business or our supply chains.

In order to ensure all those in our supply chain comply with our values, we require our supply chain to contractually commit to compliance with this Statement.

Our recruitment processes are both transparent and thorough. We have robust procedures in place for vetting new employees and ensuring we are able to accurately confirm their identities.

Due Diligence

As part of KpH's on-going commitment to comply with the Modern Slavery Act 2015, KpH will both continue to monitor and mitigate any risks within KpH and our supply chain, so that effective controls and contingency plans can be put in place if required.

In 2019, we will commit to undertake, twice annually, an audit of our labour-only Supplier's processes in regards to recruitment and payment to ensure they continue to satisfy legislation and our own Modern Slavery and Human Trafficking policies. These audits will be random and unannounced.

The success of this policy is dependent upon all employees, supply chains and subcontractors playing an important part in helping to detect and eradicate slavery. As such, all individuals are encouraged to report any suspected slavery to our "Speak Out" email, the details of which are at all our sites and offices as part of a poster and awareness campaign.

Training

To ensure a clear understanding of the Modern Slavery Act 2015 and the risks, we intend to roll out training to all relevant members of staff.


A specific Tool Box Talk has been created and will be delivered as part of our on-site training and development programme. Modern day slavery awareness training is provided for all new site supervisors.

In our capacity as a member of the Supply Chain Sustainability School, we are able to download training videos modules on the Modern Slavery Act which will be made available to our supply chain and other partners, during the course of 2019-2020.

Summary

This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015 and serves as our Modern Slavery and Human Trafficking statement for the year ending 2019. This statement will be reviewed annually.

Signed for KpH Group Limited:

Mr Kevin Potter Managing Director	
Date:	25/04/2019