



MODERN SLAVERY ACT 2015 STATEMENT

As a business we take steps to combat slavery and human trafficking. In compliance and support of the Modern Slavery Act 2015, the Company provides the following Statement in line with Part 6 of the Modern Slavery Act 2015.

We are a multi discipline contractor providing a unique range of industrial services, delivered by experienced and multi-disciplined specialists across the UK. KAEFER in the UK are a part of the KAEFER (Group), head office based in Bremen, Germany.

Our sustainable mind-set, our high health & safety standards, our customers' satisfaction and our economic development are all a direct results of our own actions and the way in which we carry them out. All KAEFER employees contribute towards a corporate environment characterised by fair and just co-operation.

By providing a professional, sustainable and ethical model for KAEFER employees to do business worldwide the Company emphasises its zero tolerance on slavery and human trafficking throughout its supply chain.

The Company has an open and transparent process in our supply chain and as part of our initiative to identify and mitigate risk we have in place systems to:

- > Identify and assess potential risk areas in our supply chains.
- > Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- > Monitor potential risk areas in our supply chains.
- > Protect whistle blowers.

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 KAEFER Code of Business Conduct reflects our commitment to acting ethically and with integrity in all our business relationships.

To ensure all those in our supply chain and contractors comply with our ethics we have in place a supply chain compliance programme which is undertaken by our purchasing department. KAEFER supplier approval process requires that:

a) All suppliers which supply goods or services to KAEFER and have a total turnover of not less than an amount prescribed by regulations made by the Secretary of State must submit their Modern Slavery Act Policy to KAEFER Ltd for approval and;

b) All suppliers which supply goods or services to KAEFER irrespective of turnover are issued a copy or web link to the KAEFER Modern Slavery Act Policy and must sign to agree that they will comply with the Policy in any current or future trade activities with KAEFER as a condition of approval.

We have a dedicated compliance team which consists of the involvement from the following departments; Audit and compliance to BS EN ISO 9001 8.2 for products and services, HR, Purchasing and Business Development

We are independently audited to BS EN ISO 9001 on a regular basis to conduct an externally facilitated review to bring insights on ways to we can tackle slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2015

This statement has been unanimously approved by KAEFER Limited Board of Directors

Ian Tattersall
Managing Director