

## Modern Day Slavery Act

Kilmac Ltd recognises that slavery and human trafficking remains a hidden issue in modern day society. We aim as a Company to highlight our responsibility by alerting staff to the risks in our business and in the wider supply chain. Employees are expected and encouraged to report their concerns to management and management are expected to act upon them.

We are committed to ensuring that there are no aspects of modern-day slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy Statement reflects our commitment to acting ethically and with integrity in all of our business relationships by implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

This Policy takes into account and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The implementation and operation of this management system underlines our commitment to this policy statement. Our procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company's activities. The Company will achieve this by our initiative of identifying and mitigating risk in the following ways (but not limited to): -

- Complete stringent vetting and investigation of our supply chain, aiming to only use approved suppliers.
- Ensure all Kilmac employees are paid the Living Wage. As a minimum all our supply chain employees must be paid the minimum wage
- We encourage the reporting of concerns and the protection of whistle blowers.
- Kilmac will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Manager have been briefed on the subject. This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement.

This policy applies to all those employed by Kilmac Limited

A handwritten signature in black ink, appearing to read 'Athole McDonald'.

Athole McDonald  
Group Director  
2<sup>nd</sup> May 2023