



Anti-Slavery Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It can take on various forms, such as slavery, servitude, forced and compulsory labour and human trafficking; all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Multi Services Kent Ltd (MSK) are a leading service provider to the construction industry employing a multi-national workforce across the divisions specialising in Logistics, Labour & Strip Out, Waste Management & Recycling and Security.

This policy applies to all persons at all levels working for MSK, across its divisions, including directors, managers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners.

MSK adopts a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery is not a part of any of the divisions with MSK or in any of MSK supply chains. Disciplinary action will be taken against any member of MSK abusing their position/ status.

The philosophy is to develop a business that is transparent in MSK's approach, consistent with our disclosure obligations under the Modern Slavery Act 2015.

MSK is committed to the Processes to Combat Trafficking and Slavery by: -

- Ensuring the necessary checks are undertaken on all MSK staff prior to employment to determine their eligibility to work in the UK and their salaries monitored by HMRC.
 - All prospective MSK employees voluntarily attend the site office to register providing original copies of Passport, National Insurance number, and Permit to work/ Visa if applicable.
- Providing staff with a salary which at least meets the National Living Wage and offering the required statutory leave entitlement.
- Maintaining a record of employment for auditable purposes as required; providing MSK operatives with respective training needs to help them fulfil their role; being able to develop within MSK in conjunction with the MSK Equal Opportunities Policy.
- MSK operatives will be put to work having the appropriate risk assessments pertaining to that work communicated to them. In the cases of MSK operatives having limited English understanding, translations will be undertaken by someone who speaks their native language.
- Encouraging MSK supply chain partners to adopt appropriate levels of checks consistent with MSK's Policy

The MSK Management Board endorses and fully supports this Policy. I will ensure that the Anti-Slavery Policy is reviewed and updated on a regular basis to ensure that it accurately represents and reflects our business objectives.

MSK will ensure that the Anti-Slavery Policy is communicated to all employees and is made available to the public upon request.

Policy Reviewed by – Trevor Walker – MSK H & S Manager

Policy Approved by

Signature:

A handwritten signature in blue ink that reads 'M. Doughty'.

Date: 15.07.2022

Mark Doughty
Managing Director