

KAICER Building Envelope Solutions

Modern Day Slavery and Human Trafficking Statement

Kaicer is a leading roofing, cladding and facade specialist contractor within the Construction Industry, offering a complete building envelope solution. We operate in the UK from 3 regional offices.

Slavery, servitude, forced or compulsory labour and human trafficking are criminal offences under the Modern Slavery Act 2015.

Kaicer has a zero tolerance approach to modern day slavery and human trafficking. We are 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 modern day slavery isn't taking place within our business and /or supply chain.

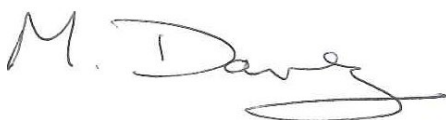
As part of our commitment to identify and mitigate risk we have taken the following steps:

- Implementation of an Anti-Slavery Policy and associated procedures across all operational areas of the Kaicer business.
- Implementation of a supplier accreditation process and questionnaire to confirm our supply chains adherence to the Modern Slavery Act 2015, and to gain an understanding of their procedures and controls to ensure modern day slavery and human trafficking are not taking place within their organisations.
- Adherence to and enforcement of the Home Office 'Right to Work Checks' across all permanent, sub contract and temporary employees engaged by Kaicer.
- Publication of this statement to the Company internet web site 'Kaicer.Com'.

The following actions have also been undertaken to ensure Kaicer employees have a good understanding and awareness of modern day slavery and human trafficking and support both Kaicer and our supply chain in highlighting and eradicating risk:

- Publicised Kaicer's Modern Day Slavery and Human Trafficking Statement and Policy to all employees of Kaicer via the Company intranet web site.
- Inclusion of the Anti-Slavery Policy as part of the mandatory reading within employee induction and on each 12 month service anniversary.
- Regular review and publication of updates to relevant internal policies and procedures including:
 - Recruitment and Selection
 - Eligibility to Work in the UK
 - Whistleblowing
 - Anti-Harassment and Bullying
 - Equal Opportunities and Diversity

This is to ensure their effectiveness in identifying and combatting modern day slavery and human trafficking.



Mark Davey
Chairman and Founder
April 2019