

HUMAN TRAFFICKING AND SLAVERY POLICY

Kerr Compressor Engineers (EK) Ltd acknowledges the provisions of the Modern Slavery Act 2015 and is fully committed to driving out any acts of modern-day slavery and human trafficking within its business and that from its suppliers of goods and services to the company. We will ensure transparency within the company and are satisfied through our own due diligence there is no evidence of any act of slavery or human trafficking within our own company and will not support or deal with any business knowingly involved in such matters.

As part of the company's due diligence into slavery and human trafficking our supplier's approval process incorporates a review of what controls are undertaken by the supplier to eradicate these practices and expect them to include the following:

- Suppliers are not to use slave labour, illegal child or forced labour, ensure that the overall terms of employment are voluntary and abode to local applicable laws pertaining to minimum age, wages, overtime benefits and the number of hours worked in a seven-day week.
- If a supplier to the Kerr Group is found to be in breach of this policy, then the Kerr Group will take prompt, remedial measures to address the breach in question.

Kerr Compressor Engineers carry out appropriate VISA, Passport and DOB checks to ensure all employees are entitled to work in the UK in accordance with Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006. Should a non-EU resident apply to work with us, as identified by pre-employment screening questions, a copy of their work visa and passport would be required. All necessary checks would then be made to ensure the person had the right to work in the UK and they have no immigration restrictions that prevent them from doing the work in question.

Should a potential employees' right to work in the UK be on a temporary basis, additional checks will be carried out to ensure that their documents have been renewed prior to them commencing employment to prevent a situation where their working rights would expire during their period of employment. All related verified documentation is retained for a minimum of 2 years after the individual has ceased employment with Kerr Compressor Engineers.

The directors have overall responsibility for the successful implementation of this policy. This policy will be reviewed at intervals not exceeding 12 months from the date indicated on this current statement.

Signed:

Date: 3 January 2024

Cameron Kerr (DipCAM) – **Director**

Signed:

Date: 3 January 2024

Thomas Cullen - **QHSE Manager**

