

MODERN SLAVERY POLICY

The Modern Slavery Policy has been established ensuring Kineticon Group (Kineticon) complies with the Modern Slavery Act 2018 and Kineticons' processes prevent modern slavery amongst our workforce, sub-contractors/contractors and supply chain where practical and if known to us.

This policy relates to employment of all staff, sub-contractors/contractors and Kineticons' suppliers.

Kineticon acknowledges and complies with the Modern Slavery Act 2018. We believe that by working together to continually improve human rights for all. Kineticon is cognisant of the implications of modern slavery, and we therefore are mindful of how we operate within the community. Our policies and procedures articulate our values, our way of working and our expectations of employees, sub-contractors/contractors, and our suppliers.

Our policies and procedures are compliant with the Modern Slavery Act and it is expected that our team members, sub-contractors/contractors and suppliers clearly understand our expectations, and are cognisant when they are being treated in a way that is inconsistent with these expectations, and the avenues they may take in order to raise a complaint or grievance. Our approach to modern slavery is supported by processes that are most relevant to the prevention of modern slavery amongst our workforce, sub-contractors/contractors and our suppliers.

Kineticon understands that modern slavery is a very real risk globally and where practical, we will avoid the contracting of sub-contractors/contractors and suppliers, who participate or are involved with modern slavery. We believe that freedom from slavery is a basic human right and we incorporate this into our work, and provide strategies to prevent and address any involvement in modern slavery.

Modern slavery is central to our approach to remain a sustainable and fiscally responsible business, and we are committed to running a safe and responsible business by preventing modern slavery. We set clear expectations with our employees, our sub-contractors/contractors and suppliers that they should be alert to possible involvement in modern slavery and should work to prevent and address any irregularities.

If any employee, sub-contractor/contractor or supplier has any concerns about modern slavery whilst providing work for and on behalf of Kineticon, it is to be understood that a condition of engagement is that they are to notify us immediately.

Kineticon reserves the right to not employ or work with any persons, company and/or organisation who participate in modern slavery.

This policy will be reviewed annually ensuring it remains relevant in accordance to our business and is available to all employees from our HR Department and to our sub-contractors/contractors and suppliers upon request.



Nchima Nsanje
Director

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