

Kamco Limited – Modern Slavery Act 2015 declaration

The Kamco Supplier Code of Conduct covers our minimum requirements, and all our suppliers, including their supply chains, are asked to confirm their adherence to the following standards:

1. Child Labour

1.1 Child labour **MUST NOT** be used by a supplier.

1.2 A child is defined as any person under the age which the local minimum age law stipulates for work, or is subject to mandatory schooling. As a general rule, this would be anyone under fifteen years of age.

2. Slavery, Forced, Bonded* or Involuntary Labour

* Bonded Labour - A person becomes a bonded labourer when their labour is demanded as a means of repayment for a loan.

2.1 There **MUST NOT** be any slavery, forced, bonded or involuntary labour in use across a supplier's operation.

2.2 To ensure compliance, workers should have the legal right to work at the premises, to leave the premises at the end of their working day and the freedom to terminate employment at any time in accordance with the agreed notice period.

3. Human Trafficking

3.1 There **MUST NOT** be any labour who could be considered to have been subject to Human Trafficking.

3.2 To ensure compliance, workers cannot be recruited through a person who arranges or facilitates the travel of another person. It is irrelevant whether that person has consented to travel.

4. Health and Safety Hazards

4.1 Workers **MUST** be prevented from exposure to any health and safety hazards that are likely to pose an immediate risk of causing death, permanent injury or illness.

5. Working Hours

5.1 A reliable system for recording working hours and wages for each individual employed **MUST** be in place suppliers and these should be available for audits.

For and on behalf of :.....Kamco Limited.....

Name:.....Jon Allwright.....

Position:....Purchasing.....

Signed:



Date:02/03/2019.....