



SECURITY | CLEANING | RECRUITMENT | TRAINING

KINGDOM

Service with **Care**

MODERN SLAVERY STATEMENT



This statement has been approved by Terry Barton, CEO of Kingdom Services Group, for the financial year ending 31 March 2026.

This statement was approved by the Kingdom Group Board on 01/05/2025 and is published in accordance with the Modern Slavery Act (2015).

It sets out the steps that we have taken to prevent modern slavery and human trafficking in our business and supply chains during the financial year.

About Kingdom Services Group

With **£300m** in revenue and a talented team of over **11,500 colleagues** The Kingdom Group delivers **service solutions with care** in the specialist areas of security, cleaning, recruitment and training. Each service is a specialist in its field but benefits from shared values, systems and support. This lets us offer flexible, integrated solutions while keeping service quality high and relationships close. Through Kingdom Academy, we provide training that empowers both our colleagues and customers. Our National Support and Command Centre is based in Merseyside, with regional offices in Edinburgh, Glasgow, Birmingham, London, and Belfast, combining national reach with a personal touch to support our clients across more than **5,000 site locations**. Internationally, we're making our mark with an expanding presence in **India**.

Kingdom Services Group welcomes the Modern Slavery Act and the requirements it places upon businesses in the UK to tackle and permanently eradicate all forms of slavery and human trafficking. We have adopted a zero-tolerance approach to modern slavery and are fully committed to preventing all forms of slavery and human trafficking from infesting our supply chain.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all Kingdom colleague on our intranet and Colleague CARE Platform.

- Modern Slavery Policy
- Ethical Trading – Supply Chain Sourcing Policy
- Group Human Rights Recognition Policy
- Diversity, Equity and Inclusion Policy
- Recruitment and Retention Policy
- Safeguarding Policy
- Sexual Harassment Policy
- Work Permits and Eligibility to Work in the UK Policy

Supply Chain

Our suppliers and sub-contractors conform to our approach to modern slavery. They are asked to confirm their own approach to modern slavery and provide evidence of their compliance with UK legal requirements around pay and conditions. We periodically audit suppliers and sub-contractors to verify their approach to modern slavery and will remove any suppliers and sub-contractors who have not taken reasonable steps to comply with our requirements.

Due Diligence Processes

Kingdom Services Group undertakes due diligence when considering new suppliers. We also review our existing suppliers on an annual basis. This includes filling out our supplier registration form and providing copies of their policies and procedures pertaining to Modern Slavery.

Any third-party security agencies on our approved subcontractor list must also maintain ACS status and provide proof of their certificates.

Any third-party agencies that provide workers for production related roles must be registered with the GLAA and provide proof of their Gangmasters License.

Our Ethical Trading – Supply Chain Sourcing Policy forms part of our contract with all our suppliers and they are required to confirm that no part of their business operations contradicts this policy. We may terminate a contract at any time should any instances of modern slavery be discovered.

Identification and Mitigation

We will continue to embed our principles through:

- ensuring our colleagues involved in procurement activity are
 - aware of and follow modern slavery procurement guidance on GOV.UK
 - receive training on modern slavery and ethical employment practices
- ensuring that consideration of the modern slavery risks and prevention are added to our policy review process as an employer and procurer of good and services

- providing colleagues with guidance on the appropriate action to take if they suspect a case of slavery or human trafficking
- continuing to take action to embed a zero-tolerance policy towards modern slavery

Performance Indicators

Kingdom have had zero reports from colleagues, the public or law enforcement agencies to indicate that modern slavery practices have been identified in our activities, or our supply chain in 2024-25