Anti-Slavery and Human Trafficking Policy

Policy Overview

KAST Renewable Energies Ltd. is committed to ensuring that modern slavery and human trafficking have no place within our business operations or supply chain. As an SME operating in the UK, we recognize our responsibility under the Modern Slavery Act 2015 to combat all forms of modern slavery, including forced labour, human trafficking, and exploitation.

We adopt a zero-tolerance approach to modern slavery, and this policy outlines the steps we take to prevent, detect, and address such practices. This policy applies to all employees, contractors, suppliers, and business partners.

1. Purpose

The purpose of this policy is to:

- Ensure compliance with the Modern Slavery Act 2015.
- Promote a culture of awareness and responsibility in identifying and preventing modern slavery.
- Outline our procedures for reporting, investigating, and addressing any concerns related to modern slavery.

2. Scope

This policy applies to:

- All employees, workers, contractors, and temporary staff within KAST Renewable Energies Ltd
- All suppliers, vendors, contractors, and business partners working with or on behalf of KAST Renewable Energies Ltd

3. Our Commitment

- **Worker Freedom:** Workers are free to terminate employment
- **No Forced Labor:** We do not tolerate any form of forced, compulsory, or bonded labour in our operations.
- **No Human Trafficking:** We are committed to identifying and eliminating human trafficking in our supply chain and business practices.
- **Fair Working Conditions:** We ensure that workers are treated with dignity and respect and that they are employed voluntarily, with fair wages and conditions.

- **Prohibited Behaviour:** The company prohibits any threat of violence, harassment and intimidation
- **Transparency and Accountability:** We promote transparency in our business practices and expect the same from our supply chain partners.

4. Risk Assessment

We periodically assess the risk of modern slavery in our operations and supply chain. This includes:

- Identifying suppliers, contractors, or regions with higher risk of modern slavery.
- Conducting due diligence before engaging new suppliers, contractors, or business partners.
- Continuously monitoring and reviewing supplier practices to ensure compliance with our anti-slavery standards.

5. Supplier Code of Conduct

All suppliers and contractors must adhere to our Supplier Code of Conduct, which includes:

- A commitment to ethical labour practices.
- Compliance with local and international laws regarding employment standards.
- A zero-tolerance policy toward modern slavery, including forced or child labour.
- Regular meetings with suppliers to confirm Modern Slavery compliance.

6. Training and Awareness

We provide training and raise awareness among all our employees to ensure they can:

- Recognize signs of modern slavery and human trafficking.
- Understand how to report concerns or suspicions of modern slavery.
- Comply with the requirements of this policy and contribute to maintaining an ethical workplace.

7. Reporting and Whistleblowing

We encourage employees and third parties to report any concerns regarding modern slavery in our operations or supply chain. We provide a confidential whistleblowing mechanism to report any suspicions or incidents of forced labor or exploitation. All reports will be:

- Treated seriously and confidentially.

- Investigated promptly and thoroughly.
- Handled without fear of retaliation or discrimination.

8. Consequences of Non-Compliance

Any employee, contractor, or supplier found to be engaging in modern slavery or human trafficking will face immediate disciplinary action, including termination of employment or contract. We may also report such activities to the relevant authorities, where necessary.

9. Continuous Improvement

We are committed to reviewing and improving our anti-slavery practices and procedures regularly. This includes revising this policy and our supply chain monitoring processes to ensure compliance with evolving legal and ethical standards. Audits will conducted and included in Annual Management reviews.

Representative worker appointees will attend the management reviews

10. Governance

This policy is endorsed by Managing Director Kes Scott and reviewed annually or as necessary to ensure its effectiveness. The Designated Manager is Commercial Director Stephen Dootson responsible for overseeing compliance with this policy and reporting on its implementation.

Signed:



Stephen Dootson

Commercial Director

KAST Renewable Energies Ltd.

1st October 2023