

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 July 2022.

Kabsky LTD ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

Kabsky LTD and has business operations in the United Kingdom.

We operate in the Private Hire Passenger Transport sector. The nature of our supply chains is as follows: We are acting as a Private Hire Operator Main Agent on the behalf of our self-employed Private Hire licenced driver in order to offer them contracts/routes from our local County Council.

For more information about the Company, please visit our website: <https://kabsky.co.uk/>.

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Supplier code of conduct - We are offering a self-employment relationship basis collaboration with a free option to all our driver-partners to continue or end this collaboration with a minimum of 3 working weeks notification for both parts.
The company's retaining/commissions for the contract-work provided to our driver-partners is between 10 to 25% of the full amount of the contract. The major part of the value, 75-90%, of those contracts taken via the Hampshire County Council are being paid to our driver-partners.
We operate this policy to ensure our suppliers operate in full compliance with the laws, rules and regulations of the countries in which they operate, and to seek similar commitments across their own supply chain.
- Staff code of conduct - 'We are committed to the fair treatment of all staff. Our staff code of conduct reflects our core values and expected behaviors. The code of conduct makes it clear that we have a zero-tolerance approach to modern slavery
- Procurement policy - We want to make sure that potential suppliers are committed to ensuring that slavery and human trafficking is not taking place within their own supply chains. Our procurement policy and supporting procedures set out controls and checks undertaken to help verify this.
- Safeguarding policy - This policy highlights the potential risks of modern slavery and human trafficking, including how to identify signs of exploitation and how to report concerns.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because Being a consensual common agreement between the two parties, the driver-partners on the one side and our company on the other side, both parties can commonly agree the continuation or termination of our collaboration if one or both parties agrees for any reason agreed according to our agreed policies and procedures..

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 4 months.
- We will train our staff about modern slavery issues and increase awareness within the Company.

Training our staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.

The statement was approved by the board of directors.

Costin Dan Dinca, Director
Kabsky LTD

Date 01/02/2023