

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

In KFK we have a zero-tolerance approach to Modern Slavery. We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015 (United Kingdom Public General Act). We expect the same high standards from all of our suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards.

Since working in the construction sector, which is in higher risk for construction workers illegal trafficking across international borders, we in KFK take special care that all working force is employed in compliance with the legislation of the country in which KFK has its business activities.

This policy applies to all persons working for KFK or on our behalf in any capacity, including employees at all levels, directors, contractors and business partners. This policy does not form part of any employee's contract of employment and we may amend it at any time.

Responsibility for the Policy

Director of KFK has overall responsibility for ensuring this policy complies with legal and ethical obligations, and that all those under our control comply with it. KFK' Quality Manager has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

You are invited to comment on this policy and suggest ways in which it might be improved.

Comments, suggestions and queries are encouraged and should be addressed to our management board e-mail address: kfk@kfk.hr, or to our Legal and General administrative service Mrs. Dunja Kutle, contact phone: +385 (0)1 481981, fax. +385 (0)1 4881980, e mail: info@odvjetnik-kutle.hr. All information will be treated in strict confidence.

Compliance with the Policy

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify KFK's Director or Quality Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must speak to your Line Manager, or if you feel more appropriate, you could in confidence approach to our Legal and General administrative service Mrs. Dunja Kutle, contact phone: +385 (0)1 481981, fax. +385 (0)1 4881980, e mail: info@odvjetnik-kutle.hr.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or Quality Manager.

KFK aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavorable treatment connected with raising a concern.

If you believe that you have suffered any such treatment, you should inform Director of KFK or Quality Manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally to our Legal and General administrative service Mrs. Dunja Kutle.

Communication and Awareness of the Policy

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided if necessary.

Breach of the Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Further information

The Company will review policies and procedures periodically to reflect changes in legislation and/or good practice.

Rugvica, 4.1.2021.

Director of KFK d.o.o.:

KFK d.o.o.
RUGVICA, Dugoseljska 5a
DUGO SELO

Emil Krajcarek

