

Anti-slavery and human trafficking statement – April 2023

This statement is made on behalf of the KFH Group ("Group") in accordance with Section 54 of the Modern Slavery Act 2015 ('the Act') for the financial year ended 31 December 2022.

Organisation structure

The Group has been at the heart of London property since 1977 providing a comprehensive range of property services across the Capital.

The Group is comprised of three independent companies. Kinleigh Limited is the parent company of the Group which includes Kinleigh Financial Services Limited and Kinleigh Folkard & Hayward Limited. The Group has over 850 employees and operates in the UK.

Our business

We utilise our wide range of knowledge and expertise to deliver bespoke services for our clients. For buyers, sellers, landlords, tenants and investors we offer a comprehensive range of services to assist with every stage of the transaction, including; residential and commercial property sales and lettings, land and new homes marketing and sales, financial services, surveying, conveyancing, property management, relocation services, and block and estate management.

Our approach

We are committed to acting ethically and with integrity in our business dealings and relationships, and to maintaining systems and controls designed to ensure modern slavery and human trafficking are not taking place in our business or across our supply chain.

Our values underpin our culture and how we do business. They are embedded throughout our business and set the parameters for how we expect our people to behave with their colleagues, clients and the wider business environment. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted.

KFH is an equal opportunity employer. We are committed to creating a diverse and inclusive environment for all employees.

Our policies

We are committed to ensuring that there is no modern slavery, servitude and forced compulsory labour or human trafficking in our supply chains or in any part of our business. We have an Anti-Slavery Policy in place to raise awareness and reinforce this commitment at all levels across the Group.

Our Whistleblowing Policy, available on our company intranet, provides a mechanism for our employees and others working in our supply chain to raise any concerns about suspected wrong doing or breaches of our policies or the law with confidence and without fear of reprisals.

Employment

We have robust recruitment processes in line with UK employment laws, including: 'right to work' document checks; contracts of employment. We also have market-related pay and reward, which is reviewed annually.

On occasions where we use employment agencies, we only work with specified, reputable agencies to source employees.

Supply chain risk

Our supply chains include: Contractors, Utility Providers, Professional Service Companies, Property Professionals, Institutional Investors, Builders and Developers, Corporate Landlords, Resident Management Companies and Right to Manage Companies.

We understand that our biggest exposure to modern slavery lies within our supply chains. We intend to take a risk based approach to reviewing supply chains that fall within industries that may carry a higher risk of modern day slavery.

Due diligence processes

As part of our initiative to identify and mitigate risk, we carry out appropriate due diligence when engaging and working with suppliers, whilst also ensuring that the work undertaken is proportionate to the services provided and the risk involved.

Looking forward

We are continually reviewing our internal processes to understand what further steps can be taken to ensure that our obligations under the Act are met and that our Anti-Slavery and Human Trafficking Policy is effectively implemented and complied with, so as to ensure that there is no slavery or human trafficking in any part of our business or supply chain.

We understand that our ability to address the risks of Modern Slavery within our business network is greatly improved by ensuring that all of our people have a good understanding of how to spot and report any suspected instances of Modern Slavery within our network.

Modern Slavery awareness training is included in our core compliance training programme for all employees with a mandatory refresher training for all of our people on a biennial basis, to ensure we continue to put a focus on anti-slavery and human trafficking in our business and across our supply chain.

This statement has been approved by the company's board on 1 April 2023 and signed by Paul Allerton (the company's, Group Finance Director). This statement and its objectives will be reviewed and updated as appropriate.

Signature:



Paul Allerton, Group Finance Director



Date:
1 April 2023

Additional links:
www.modernslavery.co.uk
www.stronger2gethr.org

