

Modern Slavery

Effective date: 04 January 2026

Last updated: 04 January 2026

KM Crafted Interiors is committed to preventing modern slavery and human trafficking in our business and supply chains. We recognise our responsibility to act ethically and with integrity, and to implement proportionate controls appropriate to a small UK contractor operating in the construction and interiors sector.

1. Our commitment

We have a **zero-tolerance approach** to modern slavery and human trafficking. We expect the same standards from anyone working with or for us, including subcontractors, labour providers (if used), and suppliers.

2. Our business and supply chains

KM Crafted Interiors provides labour support for interior and construction works including (depending on project): drylining/partitions, suspended ceilings, carpentry & joinery, kitchens, bathrooms, and bespoke fitted interiors.

We typically operate as a **labour-only subcontractor**, supporting main contractors and wider project teams. Our supply chain may include:

- specialist subcontractors (where required),
- tool/equipment and consumables suppliers (where applicable),
- labour providers (where used).

3. Risk assessment

We recognise that modern slavery risks in our sector can arise through:

- complex subcontracting arrangements and multiple tiers of labour,
- informal or unclear employment arrangements,
- suspiciously low pricing and pressured working conditions,
- lack of transparency around worker status, pay, or freedom of movement.

4. Due diligence and controls

We take proportionate steps to reduce risk, including:

- working with reputable subcontractors and suppliers where possible,
- avoiding cash-in-hand or unclear labour arrangements,
- carrying out basic identity and right-to-work checks where applicable,
- maintaining basic records of who is engaged and on which project (audit trail),
- cooperating with main contractor compliance procedures on commercial sites (e.g., PQQ requirements, inductions, site rules, RAMS, permit systems, reporting routes).

We are not responsible for auditing global supply chains; however, we will take reasonable steps within our control and will raise concerns where indicators of exploitation are identified.

5. Awareness

We remain alert to common warning signs, such as:

- workers appearing controlled or unable to speak freely,
- withheld identity documents, threats, intimidation, or coercion,
- restricted movement, excessive deductions, or unsafe accommodation linked to work,
- individuals not understanding their work arrangements or pay.

6. Reporting concerns

Anyone can report concerns confidentially to:

KM Crafted Interiors
SO16, Southampton, UK
Email: info@kmcraftedinteriors.co.uk
Phone: +44 7453 525300

We will assess concerns promptly. Where appropriate, we will escalate through the relevant site/main contractor reporting process and/or to appropriate authorities.

7. Review

This statement is reviewed at least annually, or sooner if our operations change.

Signed: _____

Name: Krzysztof Mackowiak

Title: Owner / Director, KM Crafted Interiors

Date: _____