



## KNIGHT DRAGON

### **Modern Slavery Statement 2020**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. This statement relates to actions and activities during the financial year 1 April 2020 to 31 March 2021. Knight Dragon Investments Limited and its subsidiaries and group companies ("Knight Dragon") have a zero-tolerance approach to any form of modern slavery, servitude, human trafficking and forced labour.

We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Knight Dragon is an entrepreneurial urban regeneration property developer; we create places, build properties and invest in related projects with a focus on property, hospitality and urban lifestyle in London. We work with an international supply chain to design and implement our vision.

### **Our policies**

A number of our policies and processes ensure that we are conducting business in an ethical and transparent manner. This includes:

**Employee code of conduct.** Knight Dragon's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

**Recruitment.** Knight Dragon operates a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

**Whistleblowing.** Knight Dragon's whistleblowing process and freely-available employee assistance programme assures all employees that they can raise concerns about colleagues' treatment, or practices within our business or supply chain, without fear of reprisal.

**Health and Safety.** These policies and standards explain the manner in which we behave as an organisation and how we expect our suppliers to act as evidenced through our policies.

These policies are shared with all Knight Dragon staff through the HR manual.

### **Our suppliers**

Knight Dragon works with key supply chain partners and is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships. We expect our suppliers to review their own supply chains to ensure that products and services they use are from responsible suppliers. Our key supply chain partners are required to provide evidence of a properly authorised Slavery and Human Trafficking Statement, signed and dated by an authorised officer for them to be included in our approved supplier list. Serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

We will know that the steps we are taking to ensure modern slavery is not taking place within our business or supply chain are effective if no reports are received from employees, the public, or law enforcement agencies which indicate that modern slavery practices have been identified.

Knight Dragon is committed to paying at least the national minimum wage in the United Kingdom and any prevailing minimum wage appropriate to employees resident in other countries.

We intend to take the following further steps to combat slavery and human trafficking during the course of the 2020-2021 financial year:

- continue to monitor the risk to our UK supply chain on an ongoing basis;
- carry out a review of our initial modern slavery statement,
- continue to risk assess our supply chain mapping process to consider whether further auditing may be required;
- distribute modern slavery training resources to all UK based employees to ensure a high level of understanding of the risks of modern slavery and so they are aware of what to look out for in respect of modern slavery.



Jonathan Rann

Director, Knight Dragon Investments Limited