

Modern Slavery and Human Trafficking Statement 2026

The Kings Ferry Limited

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by The Kings Ferry Limited during the financial year ending 2026 to prevent modern slavery and human trafficking within our business operations and supply chains.

The Kings Ferry Limited recognises that modern slavery is a serious criminal offence and a violation of fundamental human rights. It can take many forms, including slavery, servitude, forced or compulsory labour and human trafficking. We maintain a zero-tolerance approach to modern slavery and are committed to conducting all business activities ethically, transparently and with integrity.

Our Business and Supply Chains

The Kings Ferry Limited is one of the United Kingdom's leading passenger transport operators, providing scheduled coach services, commuter transport, private hire, corporate travel, educational transport and public sector transport solutions throughout the United Kingdom and continental Europe.

The Kings Ferry Limited forms part of The Coach Travel Group Limited, one of the UK's largest coach transport groups. Through our network of operational depots, professional drivers and support teams, we deliver safe, reliable and compliant transport services to public and private sector customers.

Our supply chain includes:

- Vehicle manufacturers and dealers
- Vehicle maintenance and engineering providers
- Fuel suppliers
- Uniform and PPE suppliers
- Recruitment agencies
- Information technology and software providers
- Cleaning and facilities management providers
- Professional services suppliers

Whilst the majority of our suppliers are UK-based organisations operating within regulated industries, we recognise that modern slavery risks can exist in any supply chain and therefore remain vigilant in identifying and addressing potential risks.

Policies Relating to Modern Slavery and Human Trafficking

The Kings Ferry Limited has established policies and procedures designed to support ethical business conduct and protect workers' rights.

These include:

- Modern Slavery Policy
- Whistleblowing Policy
- Recruitment and Employment Policy
- Equality, Diversity and Inclusion Policy
- Anti-Bribery and Corruption Policy
- Supplier Management Procedures
- Code of Business Conduct

These policies reflect our commitment to preventing exploitation, protecting human rights and promoting ethical standards throughout our organisation and supply chain.

Employees are encouraged to raise concerns about any suspected wrongdoing, including concerns relating to modern slavery, without fear of retaliation or detriment.

Due Diligence Processes

The Kings Ferry Limited undertakes due diligence measures designed to identify and mitigate risks associated with modern slavery and human trafficking.

These measures include:

Recruitment Controls

- Verification of identity and right-to-work documentation for all employees.
- Direct employment practices designed to ensure workers are engaged voluntarily and lawfully.
- Prohibition of recruitment fees being charged to workers.
- Compliance with UK employment legislation and minimum wage requirements.

Supplier Due Diligence

- Assessment of key suppliers prior to engagement.
- Review of supplier policies and ethical standards where appropriate.

- Inclusion of contractual provisions requiring compliance with applicable employment and modern slavery legislation.
- Ongoing monitoring of supplier performance and conduct.

Contract Management

- Regular review of supply chain arrangements.
- Escalation procedures where concerns regarding labour standards are identified.
- Appropriate corrective action where suppliers fail to meet expected standards.

Risk Assessment and Management

The Kings Ferry Limited regularly assesses areas where there may be a risk of modern slavery occurring within our operations or supply chain.

Key areas considered include:

- Recruitment and temporary labour arrangements.
- Outsourced services.
- Uniform and manufactured goods supply chains.
- Vehicle manufacturing and component supply chains.
- Overseas suppliers and service providers.

Whilst we consider the overall risk profile of our business to be low, we recognise that certain supply chain sectors may present elevated risks. We therefore apply a risk-based approach to supplier assessment and monitoring.

Any concerns identified are investigated promptly and, where appropriate, remedial actions are implemented.

Measuring Effectiveness

The Kings Ferry Limited continually reviews the effectiveness of its modern slavery controls and compliance arrangements.

Measures used to assess effectiveness include:

- Completion of right-to-work checks for all employees.
- Monitoring of recruitment and employment practices.
- Supplier reviews and due diligence activities.
- Monitoring and investigation of whistleblowing reports.
- Annual review of relevant policies and procedures.

- Recording and review of any modern slavery concerns raised within the business.

At the date of publication of this statement, no incidents of modern slavery or human trafficking have been identified within The Kings Ferry Limited's operations.

Training and Awareness

The Kings Ferry Limited recognises that employee awareness is critical in identifying and preventing modern slavery.

We provide training and awareness activities for relevant employees, including:

- Understanding modern slavery and human trafficking risks.
- Recognising warning signs and indicators.
- Reporting concerns through appropriate channels.
- Responsibilities when engaging suppliers and third parties.

Additional guidance is provided to managers, operational staff, human resources personnel and procurement personnel whose roles may involve identifying and managing modern slavery risks.

Training requirements are reviewed periodically to ensure they remain effective and aligned with current legislation and best practice.

Future Commitments

During the next reporting period The Kings Ferry Limited will continue to:

- Strengthen supplier engagement and due diligence processes.
- Review and enhance modern slavery policies and procedures.
- Increase awareness across the organisation through training and communications.
- Monitor developments in legislation and industry best practice.
- Promote ethical business practices throughout our supply chain.

The Kings Ferry Limited remains committed to preventing modern slavery and human trafficking in all aspects of its operations and supply chain and will continue to review and improve its approach on an ongoing basis.