



HSS Hire Group plc
Modern Slavery Act statement for FY 2019

ANNUAL MODERN SLAVERY STATEMENT FOR THE HSS GROUP¹

INTRODUCTION

We maintain a zero tolerance approach against any form of slavery or human trafficking throughout our business or in our supply chains. This statement sets out the steps we have taken both within our business and to monitor compliance by our suppliers during the 2019 financial year.

OUR BUSINESS

We are a leading provider of tools, equipment and related services in the UK and Ireland, with a nationwide branch network. We build on the sustainable nature of our business model with an equally responsible approach to how we conduct our business activities, both inside and outside of our organisation.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We maintain an Anti-Slavery and Human Trafficking Policy which is communicated to all staff. We also have a Code of Ethics which cross-refers to our Anti-Slavery and Human Trafficking Policy and other policies (available at: <http://www.hsshiregroup.com/wp-content/uploads/2016/08/HSS-Code-of-Ethics.pdf>). Our Whistleblowing Policy encourages staff to report any concerns they may have, including matters like modern slavery.

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Board of Directors has overall responsibility for ensuring compliance with this policy and management at all levels ensure those reporting to them understand and comply with this policy on an ongoing basis.

OUR SUPPLY CHAINS AND DUE DILIGENCE PROCESSES

Our supply chains include the UK, Ireland and parts of the EU. We have explained in previous statements that, as part of our diligence and modern slavery prevention steps, we ask our suppliers to complete a questionnaire to assess the risk in their businesses. This activity continued during FY19 and has now covered suppliers making up 98 per cent of supplies into HSS. No evidence of modern slavery was found in our supply chains during 2019.

We have launched a new supplier portal which facilitates our review of suppliers' policies and procedures before they are on-boarded into our supply chain, to ensure that our ethics and zero tolerance approach towards modern slavery and human trafficking are aligned.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we maintain an e-learning training programme for staff. This training is designed to ensure that staff are aware of the signs of modern slavery and what to do if they

¹ This statement applies to the HSS Hire group of companies, including HSS Hire Group plc and HSS Hire Service Group Limited



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suspect any practices exist. During FY18, this training programme was aimed at colleagues in departments we considered to be the most likely to encounter risk, such as HR, Sales and Procurement. In FY19, we widened this training to all colleagues across the group, and in FY20 we will continue to ensure this training is completed as part of the induction training for all new colleagues joining the group.

In addition to the internal training module, the procurement team responsible for supplier due diligence will now complete the CIPS Ethical Procurement & Supply training course annually to ensure all necessary measures are being taken within our supply chains.

CONTRACTUAL TERMS

The sets of terms and conditions used in the Group include a requirement to comply with law (including the Modern Slavery Act 2015), maintain and uphold similar policies and allow us the right to audit and terminate contracts for non-compliance.

FURTHER STEPS

As referred to above, during FY20 we will:

- continue to ensure all new colleagues complete the mandatory training modules relating to modern slavery and human trafficking
- continue supplier due diligence, with annual reviews focusing on measuring risk and effectiveness
- continue to review our internal Modern Slavery Policy provided to colleagues and our external Code of Ethics

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Modern Slavery statement for the financial year ending 28 December 2019, which was approved by the HSS Board of Directors on 25 June 2020.

A handwritten signature in black ink, appearing to read 'Alan Peterson', is written over a horizontal dotted line.

Alan Peterson
Chairman
25 June 2020