



HSS Hire Group plc
Modern Slavery Act statement for FY 2017

INTRODUCTION

We are committed to protecting against any form of slavery and 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.

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

In FY 2016, we introduced our internal Anti-Slavery and Human Trafficking Policy which we communicated to all staff. We also introduced 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 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. As part of our initiative to identify and mitigate risk we asked our top suppliers to complete a questionnaire to assess the risk in their businesses and we continue to roll this out more widely in our supply chain. The supplier questionnaire includes questions on geographic locations of employment sites, audit of suppliers and training for supplier's employees.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we have designed an e-learning training programme for staff. During FY 2017 this has largely been targeted at senior staff and going forwards will include a wider audience.

CONTRACTUAL TERMS

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



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FURTHER STEPS

We will continue with our training programme, by making it available to a wider network of colleagues, and supplier due diligence during FY 2018 and will also review our policy.

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 31 December 2017, which was approved by the HSS board on 21 June 2018.

Director:

A handwritten signature in black ink, appearing to be 'C. M. M.', written over a horizontal line.

Date: 21 June 2018