



HSS Hire Group plc
Modern Slavery Act statement for FY 2018

ANNUAL MODERN SLAVERY STATEMENT FOR THE HSS GROUP¹

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 during the period 1 January 2018 to 29 December 2018.

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 explained in our statement for FY17 that, 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. During FY18 we have continued to roll this out more widely in our supply chain and have covered suppliers making up 90 per cent of supplies into HSS.

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 suspect any practices exist. During FY18, this training programme has been aimed at colleagues in departments we consider to be the most likely to encounter risk, such as HR, Sales and Procurement. During FY19, we intend to widen further those undertaking the programme.

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



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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 FY19 we will:

- continue with our training programme for staff and widen and monitor the numbers of those completing it
- continue supplier due diligence, with an increased focus on measuring risk and effectiveness
- undertake a 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 29 December 2018, which was approved by the HSS board on 22 May 2019.

A handwritten signature in black ink that reads 'Alan Peterson'. Below the signature is a horizontal dotted line.

Alan Peterson
Chairman
22 May 2019