



HSS Hire Group plc  
Modern Slavery Act statement for FY 2021

## **ANNUAL MODERN SLAVERY STATEMENT FOR THE HSS GROUP<sup>1</sup>**

### **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 2021 financial year.

### **OUR BUSINESS**

We are a leading provider of tools, equipment and related services in the UK and Ireland. 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**

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. We also maintain constant communication with our supply chain to ensure any weaknesses are identified and resolved. These activities continued during FY21 and no evidence of modern slavery was found in our supply chains during 2021.

We utilise a 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 with our suppliers.

### **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

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<sup>1</sup> 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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designed to ensure that staff are aware of the signs of modern slavery and what to do if they suspect any practices exist.

**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. We have continued to see many of our customers including obligations in their standard contracts for suppliers such as HSS to maintain Modern Slavery policies and ethical business practices at least as stringent as theirs, which reflects the approach we take with our own suppliers.

**FURTHER STEPS**

During FY22 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 and spot checks 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 1 January 2022, which was approved by the HSS Board of Directors on 21 June 2022.

A handwritten signature in black ink, reading 'Alan L Peterson', positioned above a horizontal dotted line.

**Alan Peterson**  
**Chairman**  
**21 June 2022**