



HSS Hire Group plc
Modern Slavery Act statement for FY 2022

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 2022 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 FY22 and no evidence of modern slavery was found in our supply chains during 2022.

We utilise a supplier portal and internal database which facilitates our review of suppliers' policies and procedures before they are on-boarded into our supply chain to ensure that our suppliers' ethics and zero tolerance approach towards modern slavery and human trafficking is aligned with ours.

In July 2022 we introduced an online desktop ESG audit process for all suppliers which is conducted on an annual basis. In this audit we ask suppliers to provide details of their human

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



HSS Hire Group plc
Modern Slavery Act statement for FY 2022

rights policies, including their anti-slavery & human trafficking policy. Our policy is available at: https://www.hss.com/medias/sys_master/docs/docs/9107076186142.pdf.

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.

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 include 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 FY23 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;
- Introduce a new supplier code of conduct and ethics policy that shall include additional ESG elements, enhanced minimum standards, benchmarks and supplier auditing processes. This policy shall also contractually oblige the suppliers to perform to our standards.

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 2022, which was approved by the HSS Board of Directors on 21 June 2023.

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

Alan Peterson
Chairman
21 June 2023