



HSS Hire Group plc
Modern Slavery Act statement for FY 2025

ANNUAL MODERN SLAVERY STATEMENT FOR THE HSS GROUP¹

INTRODUCTION

It continues to be a priority for HSS Hire Group plc to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. 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 in our organisation and supply chain to identify and prevent the risk of modern slavery and monitor compliance by our suppliers during the 2025 financial year.

OUR BUSINESS

We are a market leader in equipment hire and related services in the UK and Ireland. We offer a one-stop shop for all equipment hire through the complementary combination of our HSS ProService and HSS Operations divisions. HSS ProService is a capital-light, scalable, technology-based business focussing on sales acquisition, whilst HSS Operations is a fleet-owning fulfilment business focussing on customer service, health and safety and efficiency. Our vision is to become the market-leading, digitally-led brand for equipment services. 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. For further information on our business, please visit www.hsshiregroup.com.

OUR SUPPLY CHAINS

We procure hire equipment and building materials from over 900 supply chain partners across the UK and Ireland.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We regularly review and update our policies.

Our Anti-Slavery and Human Trafficking Policy is communicated to all staff and 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.

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.

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



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We have a Supplier Ethics & Conduct Policy which sets out the practices and policies we expect all our suppliers to adhere to.

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

OUR SUPPLY CHAINS AND DUE DILIGENCE PROCESSES

We carry out robust due diligence and audits on our supply chain to ensure modern slavery is not taking place. As part of our due diligence and modern slavery prevention steps, we ask all our suppliers to complete a mandatory onboarding questionnaire to assess the risk in their businesses and to confirm they have a Modern Slavery Policy in place. Additionally, each supplier must agree to adhere to our Supplier Ethics & Conduct Policy prior to becoming a supplier. We adopt a robust approach and do not onboard suppliers who do not meet our internal accreditation standards.

We also maintain regular communication with our supply chain to ensure any weaknesses are identified, escalated and resolved. These activities continued during FY25.

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 ethics and zero tolerance approach towards modern slavery and human trafficking are aligned with our suppliers.

To ensure transparency, we conduct regular mandatory audits on our re-hire suppliers. In this audit we ask suppliers to provide details of their human rights policies, including their anti-slavery & human trafficking policy.

No evidence of modern slavery or human trafficking was identified in our supply chain during FY25.

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 mandatory 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.



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FURTHER STEPS

During FY25 we will:

- ensure all complete the mandatory training modules relating to modern slavery and human trafficking raising awareness and understanding of this critical issue.
- Maintain rigorous supplier assessments, including regular reviews and face-to-face audits, to evaluate both risk and the overall impact of our anti-slavery measures.
- Conduct comprehensive evaluations of certain rehire suppliers to ensure compliance with our modern slavery standards and identify any opportunities for improvement;
- Regularly update Anti-Slavery and Human Trafficking internal policies, ensuring alignment with the latest best practices, and integrate into our broader ethical framework shared externally .
- Review and refine our Supplier Ethics and Conduct Policy, incorporating expanded ESG criteria, updated minimum requirements, and enhanced auditing procedures, while ensuring suppliers are contractually bound to uphold these 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 March 2025², which was approved by the HSS Board of Directors on 22 May 2025.

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

Alan Peterson
Chairman
22 May 2025

² As announced on 12 November 2024, the Group extended its year-end date from 31 December 2024 to 31 March 2025, therefore this statement covers the extended period. The next statement shall be published within 6 months of the FY26 year end.