

Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes Horbury Group's slavery and human trafficking statement for the financial year ended 31 May 2021. Horbury supports the principles and aims of the Modern Slavery Act, has a zero-tolerance approach to slavery and human trafficking and expects all its supply chain to share these values.

The Horbury Group consists of six companies based solely in the UK:

- Horbury Support Services Limited;
- Horbury Joinery Limited;
- Environ Safety Management Limited;
- Titan Interior Solutions Limited;
- Horbury South West Limited;
- Horbury Property Services Limited.

The group has its head office in Rotherham and regional offices in Stoke and Caerphilly. Our supply chain is predominantly based in the UK. We have policies and procedures in place to control the selection of suppliers and minimise the risk of Human Trafficking and Modern Slavery.

All our workers need to be alert to risks, however small, in our business and in the wider supply chain and report concerns. We have a Whistle-Blowing Policy and a formal reporting structure which supports these responsibilities and facilitates timely escalation and resolution of issues.

We are committed to ensuring that neither modern slavery nor human trafficking feature in our supply chain or in any part of any of our businesses. We are committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to, as far as practical, ensure slavery and human trafficking is not taking place anywhere in our operations.

Our materials are in the main sourced from UK-based manufacturers and distributors. We consider the modern slavery risk in this category to be low but will continue to make enquiries of suppliers and perform audits to satisfy ourselves that their policies and procedures are robust.

Our Supply Chain Manager continually reviews our subcontractor estate (existing and new) to ensure that checks are made consistently and drive improved performance and compliance. We have enhanced our onboarding processes by introducing an online Right to work system which will improve the efficacy of the checks that we carry out. Our labour supply chain incorporates a limited number of preferred agencies who go through a full tender process.

The supply chain manager has attended the stronger2gether workshop (Tackling Modern Slavery in Construction) and disseminates learnings from webinars attended.

We will continue to brief our staff on modern slavery and human trafficking and their responsibilities in this area by issuing periodic updates via email and our intranet.

This statement was approved by the Board of Directors of the Horbury Group at the meeting of 3 November 2021.



Trevor Wragg
 Chief Executive
 3 November 2021

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