

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 2019. Horbury supports the principles and aims of the Modern Slavery Act and confirms it has a zero-tolerance approach to slavery and human trafficking and expects all of its supply chain to share these values.

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

- Horbury Building Systems Limited;
- Horbury Joinery Limited;
- Horbury Facades Limited;
- Horbury Property Services Limited;
- Titan Interior Solutions Limited;
- Horbury South West Limited;
- Magna Plant and Tool Hire Limited;
- Environ Safety Management Limited.

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

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

Horbury is 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 supply chain incorporates a limited number of preferred agencies as well as subcontract organisations. In 2019 we discontinued our relationships with several subcontractors who either declined our requests to audit their operations or otherwise gave us cause for concern. We were pleased to see positive action taken by another subcontractor when an issue arose that needed addressing.

During 2020 we will continue to monitor our preferred agencies and subcontractors to assure ourselves that they are compliant with the Modern Slavery Act.

We ensure that our staff remain aware of modern slavery and human trafficking and their responsibilities should they have any concerns 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 dated 6 November 2019.



Trevor Wragg
Chief Executive
6 November 2019

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