

## Highland Industrial Supplies Holdings Group Statement on the Modern Slavery Act

This statement sets out Highland Industrial Supplies Holdings Group's (which comprises of the parent company HIS Holdings Ltd and a subsidiary, Highland Industrial Supplies Ltd) actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ending 31<sup>st</sup> March 2019.

The principle activity of HIS Holdings Ltd continues to be that of letting and development of commercial property. As a subsidiary of the group Highland Industrial Supplies Ltd is part of the construction, agricultural supply industry, and recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

To be able to achieve this commitment Highland Industrial Supplies Holding Group has taken the following steps:

1. We published our statement on 2<sup>nd</sup> April 2019 and have added it to our website in line with the requirements of the Act.
2. We have added questions regarding compliance regarding the Modern Slavery Act to our supplier questionnaires, in order to assess supplier's activities relating to their modern slavery statements/ policies and will liaise with any one falling short of our expectations.
3. As a result of analysis of the results of the questionnaires we have had no feedback regarding a supplier failing to adhere to the legislation.
4. We have developed a guidance document to support employee awareness and understanding.
5. We have added modern slavery act awareness to the induction process to raise awareness with our employees at the beginning of the employee life cycle, hyperlinking the induction form and employee handbook to allow easier access.
6. We have incorporated guidance on the modern slavery act into workshop training for hiring managers, with particular regard to recruitment and have developed a more robust interview form to help support the Company's compliance in this area.
7. We have liaised with our recruitment business partners who provide temporary workers ad hoc, carrying out a spot check to ensure they have the correct proof of right to work documentation for any agency workers provided.

Highland Industrial Supplies Holding Group will continue to review its policies and processes in an effort to ensure compliance with social and environmental regulations and to help promote the highest standards in its supply chain, as expected by our customers and the companies with which we work.

Signed



Evan Mackintosh  
Managing Director  
2<sup>nd</sup> April 2019