

## 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 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> January 2024.

The principle activity of HIS Holdings Ltd continues to be that of letting and development of commercial property. Highland Industrial Supplies Ltd sells and distributes products to many industries e.g construction, agriculture etc, 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 publish our statement on our company website in line with the requirements of the Act.
2. We check compliance regarding the Modern Slavery Act in our supplier questionnaires, to assess supplier's activities relating to their modern slavery statements/ policies and will liaise with anyone 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 information on the modern slavery act with regards to the induction process to raise the awareness of our employees at the beginning of the employee life cycle.
6. We have developed a guidance note to further create awareness in our line managers regarding the modern slavery act, with regards to recruitment and have developed more robust interview guidance to help support the Company's compliance in this area.
7. We provide e-learning training on the Modern Slavery Act to all employees with line management & procurement responsibilities.

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> February 2024