



# Modern Slavery Act 2015 Statement

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## Modern Slavery Act 2015 Statement

Established in 1900 Hills UK Limited and its subsidiaries (Hills) is a privately-owned family business whose activities include recycling and waste management; quarrying of aggregates and production of ready-mixed concrete; and building new homes. Hills' main operations are centred on Wiltshire and it employs over 400 people at 28 sites located in the South and South West of England.

Hills believes that slavery, the exploitation of workers and the use of child labour should play no role in the operation of modern day business. Hills is committed to ensuring that acts of modern slavery and human trafficking are not present within its own operations, or those of its suppliers, contractors and business partners.

Hills requires all employees to adhere to its Code of Conduct, which sets out the standards of workplace behaviour expected of them. This includes their behaviour towards each other, contractors and suppliers. All employees are expected to act with dignity and respect, while upholding the highest standards of business ethics. The Code of Conduct Policy is supported by Equal Opportunities and Fair Employment policies and practices to ensure the company complies with UK employment legislation and employee rights at work are maintained.

In 2016, Hills introduced a Responsible Purchasing Policy which brought together and updated existing policies and established approval processes for contractors and business partners and the selection of suppliers. The policy seeks to ensure that Hills only does business with like-minded suppliers, contractors and business partners that uphold the same standards of business ethics.

We will ask suppliers, contractors and business partners we do business with to confirm their compliance with the Modern Slavery Act 2015 and where applicable to have supporting policies and processes with their suppliers. Where identified suppliers, contractors and business partners are not able to provide us with adequate assurances on compliance we will cease to trade with them, unless they can clearly demonstrate that they are taking verifiable action towards compliance.

During the financial year, the company applied the company's Responsible Purchasing Policy in its management of suppliers, contractors and business partners. The company took no further steps.

Hills operates a Whistleblower Policy which provides employees with a confidential method of reporting suspected wrongdoing if they believe it to be taking place within the business. Any reported concerns are taken seriously and are appropriately investigated.

Employees are kept informed and updated on policies through a number of internal communication channels and training is conducted to support the company's culture and strong business ethics. In the coming year the company is looking to further raise awareness amongst its workforce of issues connected to Modern Slavery.

Hills is committed to reviewing its policies and procedures to maintain an ethical and legally compliant culture within its business and those it does business with. This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes The Hills Groups' Anti-Slavery and Human Trafficking statement for the financial year ending 30 April 2018.

This statement is a group statement and covers Hills UK Limited and its subsidiary trading operations Hills Waste Solutions Limited; Hills Quarry Products Limited; Hills Homes Developments Limited; Able Waste Management Limited and The Hills Group Limited and is approved by the executive board of directors.



**Michael P Hill, chief executive**

Dated: 29 August 2018