

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 2020. 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 seven companies based solely in the UK:

- Horbury Building Systems Limited;
- Horbury Joinery Limited;
- Horbury Facades 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 London 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 to 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 labour 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. In 2020 we appointed a Supply Chain Coordinator who will continually review our subcontractor estate (existing and new) to ensure that checks are made consistently and drive improved performance and compliance into our supply chain.

During 2021 we will continue to monitor our supply chain to assure ourselves that it is compliant with the Modern Slavery Act. We will enhance our onboarding processes to improve the efficacy of the checks that we have established. 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 7 December 2020.



Trevor Wragg
 Chief Executive
 7 December 2020

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