

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Modern Slavery Act 2015

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Hirst is committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30th June 2023.

Our policies on slavery and human trafficking

Hirst is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place a designated Modern Slavery and Human Trafficking Policy.

Our Modern Slavery and Human Trafficking Policy demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

Hirst has a zero tolerance to slavery and human trafficking. As part of our initiative to identify and mitigate risk, Hirst intend to ensure all those in our supply chain (including contractors) comply with our values. This would be carried out through:

Engage with supplier base to secure a commitment to work to identify and monitor slavery and human trafficking down the supply chain.

Identify and monitor potential risk of slavery and human trafficking in our supply chains.

Incorporate within the tender process to address slavery and human trafficking with potential new suppliers.

Raising awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our staff, via Modern Slavery as a regular agenda item to be discussed at management meetings, with information to be cascaded through the organisation.