

INTRODUCTION

Hill is an award-winning housebuilder, and one of the top 15 housebuilders in the United Kingdom. We specialise in developing distinctive new homes across London and the South East and currently directly employ over 400 people in these locations. We are a privately owned Group of companies, who are committed to working alongside other organisations, suppliers and sub-contractors who equally support the aim of reducing modern slavery across the UK. We recognise that our people are integral to what we deliver and fundamentally key to our success. Our modern slavery and human trafficking statement is published on our website and can be accessed via this link:

<https://www.hill.co.uk/working-with-hill/careers/>

TRAINING AND AWARENESS

We have issued a Group wide policy to all our staff confirming that Hill has a zero tolerance approach to any form of modern slavery and human trafficking. This is published on our internal website so is available at all times. All new members of staff attend an induction event where we raise awareness of modern slavery. We continue to check that directly employed staff are eligible to work in the UK, using the appropriate and approved government checklist of documentation. Further training can be provided, as required and we are looking to invest in online training to cover a number of our legal/statutory obligations for all our staff, which would include awareness of the Modern Slavery Act.

DUE DILIGENCE

We will not tolerate or condone any form of exploitation and will act promptly where any breach of the Act has been identified. We will take appropriate steps against suppliers who do not meet the required standard for example by asking them to take action to improve or terminating the business relationship if the required improvement is not swiftly forthcoming. Our Whistleblowing Policy provides a mechanism for our employees to report any breach of our legal obligations, including those contained in the Act.

SUPPLY CHAIN

Our Supply Chain includes the procurement of trade subcontractors, material & plant suppliers, consultants and other service providers to suit our business requirements.

Whilst we have thorough due diligence processes in place for managing both new and existing supply chain relationships, we are reviewing these to ensure that the intention and requirements of the act are addressed. Working with our supply chain partners we ask that they provide us with the assurance that, modern slavery is understood and not present in their company and wider supply chain. We want to make sure that safe and fair working conditions are provided and we require that those in our supply chain have policies, procedures, practices and contracts within their organisations and with their own suppliers to equally reflect this.

Hill regularly reviews its trading partners as part of our supply chain management, focusing closely on those we consider to be at the greatest risk, including suppliers; who operate by employing casual or temporary labour, manufacture or trade in raw materials, particularly outside the UK / EU. ALL will be

asked to demonstrate full compliance with our policy and this statement.

We are reviewing the standard order documents that we use to engage with our supply chain to assess and manage any risk, as far as is reasonably practicable. To support our approach further all of our subcontract orders and purchase orders now have an appropriate paragraph included as standard regarding the Modern Slavery Act.

Hill has invested significantly in a new database which facilitates both the on-boarding of potential new supply chain partners and the maintenance of existing ones. This is done by linking our prequalification question sets to those of Constructionline (PAS91). By using Constructionline as our preferred data validator we capture the provisions for modern slavery within the existing questions. Our new requirements and a copy of this statement are communicated directly to our existing supply chain and via our website and supplier portal for potential new supply chain partners to reinforce our approach.

CONTINUOUS IMPROVEMENT

During our current financial year ending 31 December 2017, we continue to monitor the effectiveness of our actions against modern slavery and human trafficking and review the risks within our own business and across our supply chain. We will measure how effective we have been and publish these results in our next annual statement. In addition we continue to provide further guidance and support to all employees and 'Supply Chain Partners' to raise awareness within our industry. A poster campaign is due to be launched later this year in all of our offices and sites giving information on modern slavery and human trafficking, together with details of our Whistleblowing Policy.

This statement is made and published in accordance with section 54 of the UK Modern Slavery Act 2015 and constitutes Hill's modern slavery and human trafficking statement for the financial year ending 31 December 2016. It was approved by the Hill Holdings Limited Board of Directors on 10 May 2017.

Signed by



Andy Hill MCIQB
Group Chief Executive
Hill Group Services Limited

June 2017