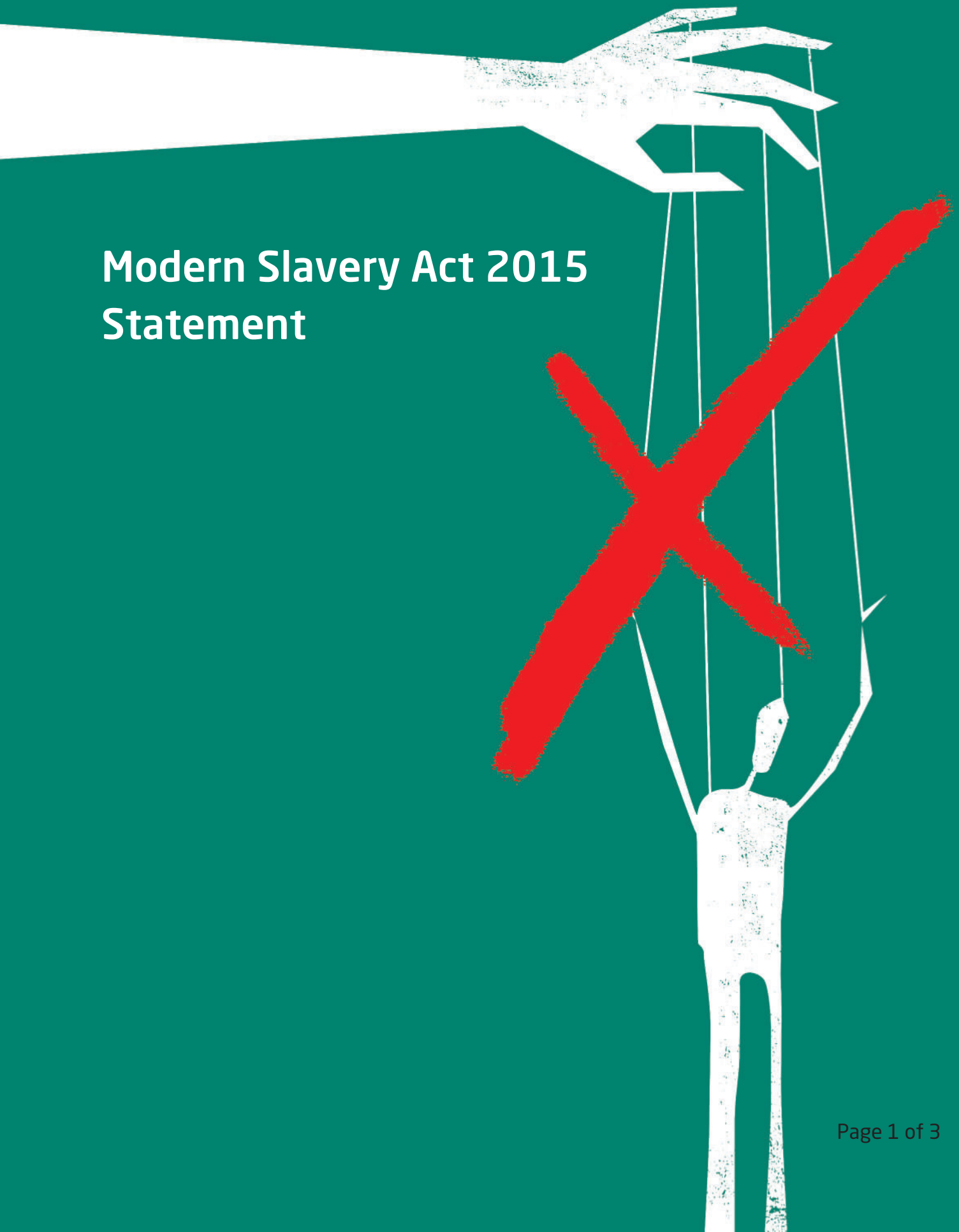
Modern Slavery Act 2015 Statement



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 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' main operations are centred on the County of Wiltshire, and we directly employ 702 people (2024/25- 702 people) at 27 permanent sites (2024/25 – 27 sites) located in the South and South West of England. All our business operations are located in the United Kingdom, with the majority of our suppliers and business partners being UK based. In the financial year under review, by value, our supply chain was 97 % UK based and 3 % from within Europe (2023/24 – 96% UK based and 4% within Europe).

Hills operates a Responsible Purchasing Policy and approval process that seeks to ensure that Hills only does business with like-minded suppliers, contractors and business partners that uphold the same standards of business ethics. This requires confirmation of compliance with relevant UK legislation and industry standards and where applicable evidence of supporting policies and processes including those addressing the risk of modern slavery.

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 in accordance with our terms and conditions of purchase, unless they can clearly demonstrate that they are taking verifiable action towards compliance. During the financial year the application of the Responsible Purchasing Policy continues to be the main control used by the company in its risk management of modern slavery, and it is a requirement for modern slavery compliance to be verified where approval is required for expenditure above a set limit. The company continues to review compliance of its supplier base on a rolling basis.

The company continues to focus on the potential risk of slavery and human trafficking in business sectors supplying goods and services to our operations, and the supply of temporary labour remains identified as the main area of risk. The company has additional specific compliance checks against employment agencies used to provide temporary labour to the business.

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.

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.

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.

The company provides a modern slavery awareness and training course within our e-learning management system. To date, this training course has been successfully completed by 97.4 % of employees with administrative and financial duties, and managers and directors with procurement authority (2024/25 – 98.6% of employees). During the year the e-learning management system has been rolled out to operational employees, with 30% having completed modern slavery training at the year end, and to date this has increased to 87%. There is a requirement for all employees to take refresher training every 24 months.

In addition, the company has continued to promote via noticeboards, employee newsletters and publications to all our employees, the wider issues associated with modern slavery and awareness on spotting the signs of modern slavery, and how to report it internally and via the national Modern Slavery reporting line.

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 Hills' Anti-Slavery and Human Trafficking statement for the financial year ending 30 April 2026.

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; Hills Municipal Collections Limited and The Hills Group Limited, and is approved by the executive board of directors.

Michael P Hill, Chairman

Dated: 01 October 2026