

Modern Slavery Statement

Organisation

This statement applies to Hillhouse Quarry Group Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2023/24.

Organisational structure

The business structure of Hillhouse Quarry Group Ltd is a family-owned organisation which operates one of the largest independent whinstone quarries in mainland Scotland from its head office in Troon. The Organisation is controlled by a Board of Directors.

Hillhouse has six sites spanning Central and Southwest Scotland and generates a number of products. The Organisation produces coated materials from our sites in Troon, Cambuslang and Alloa and operates 2 ready-mix concrete plants situated in Troon and Beith. Hillhouse Precast operates from Beith and specialises in the supply and installation of pre-stressed precast concrete hollow core flooring and precast concrete stair-flight units. The Organisation also has a sand and gravel quarry located near Muirkirk in Ayrshire. Finally, the road surfacing division is run from the Paisley offices primarily as a specialist road surfacing operation whereby a full range of surfacing works can be undertaken. It also has the capability to manage, supervise and undertake small to medium sized civil engineering projects.

Demand for our products is consistently high throughout the year and is therefore not seasonal.

The labour supplied to the Organisation in pursuance of its operation is wholly carried out in Scotland and the United Kingdom.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the sourcing of plant and steel from various suppliers in the United Kingdom as well as the suppliers of services.

We understand that a few of the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. The Organisation has written to all of its suppliers to advise that we work in accordance with the Modern Slavery Act 2015, and we have a zero-tolerance approach to modern slavery. The Organisation has advised its suppliers of the following:

If you supply goods or services to us, you agree to do so as set out below:

- *in compliance with (and you shall ensure that your sub-contractors comply with) the Modern Slavery Act 2015;*
- *you also undertake, warrant and represent that you shall implement appropriate due diligence procedures for your own suppliers, sub-contractors and other participants in its supply chains to ensure that there is no slavery or human trafficking in its supply chains; and*
- *you agree to notify us and confirm the same promptly in writing immediately upon discovering any breach or potential breach of the Modern Slavery Act or any actual or suspected slavery or human trafficking in your supply chains.*

By accepting a purchase order from us, you represent and warrant to Hillhouse Quarry Group Ltd that you and those in your supply chain operate in compliance with the standards set out in the Modern Slavery Act 2015.

Key performance indicators

The Organisation will establish a framework for organisation accountability to allow for raising issues, making suggestions, voicing grievances and reporting slavery and human trafficking which should allow it to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.




Policies

The Organisation has a corporate social responsibility policy which further defines our stance on modern slavery.

Slavery Compliance Officer

The Organisation has designated Raymond Thom, Group Finance Director, as the person to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

Signed 
Print name Raymond Thom
Job Title FINANCE DIRECTOR
Date 6/3/2024