



Hird Group Modern Slavery Statement

Introduction

This statement has been issued in accordance with the Modern Slavery Act 2015. It details the steps taken to prevent modern slavery and human trafficking by Hird Group and its supply chain, during the financial year 2018/2019.

Our Business

Hird Group, comprising of three UK based companies, specialise in the manufacture and distribution of Railway Infrastructure products including Insulated Block Joints (IBJs), Polymer Cable Troughing Systems, Composite Sleepers and Bearers and the supply of rail ancillaries and permanent way.

Our Supply Chain

Our supply chain includes sourcing raw materials, such as rail, timber, concrete, composite products and cast/fabricated metal items.

Our Stance on Human Trafficking and Slavery

Modern Slavery includes forced or compulsory labour, along with trafficking for the purposes of exploitation; which is a violation of fundamental human rights. Hird Group are dedicated to ensuring that there is no modern slavery or human trafficking in our business or supply chain.

Due Diligence

Hird Group will not tolerate any form of human rights violations. With this in mind, we expect employees to report concerns, and management are expected to act upon them. We utilise supplier audits as part of our Approved Suppliers System. They are important tools in assessing risks

and identifying where action may be required. We expect our suppliers to comply with best practice in tackling modern slavery and human trafficking. These practices include;

- The creation of a safe working environment for all.
- Supporting the principles defined by the United Nations Universal Declaration of Human Rights.
- Following the labour laws of the countries in which we operate and protect the rights of all workers, including migrant workers.
- Complying with minimum wage and minimum age requirements.
- Listening when legitimate concerns are raised, and wherever possible take appropriate action to address them.
- Ensuring adequate welfare facilities are available.

Training

Our employees and suppliers play an important role in safeguarding against modern slavery abuses in our business and in our supply chain. We will provide training and communication to our employees regarding the laws on modern slavery and human trafficking, in accordance with the Modern Slavery Act 2015. Hird Group acknowledges that we need to raise awareness beyond our immediate supply chain to prevent human rights violations.

