



**ANTI-SLAVERY
AND
HUMAN TRAFFICKING STATEMENT**

Hills Numberplates Limited strictly prohibits the use of slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that slavery and/or human trafficking is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

STRUCTURE OF THE ORGANISATION

Hills Numberplates Limited employees 52 people in the UK in the Automotive Accessories sector and has an annual turnover of approx. £15m (excluding the impact of COVID). To find out more about the nature of our business, please visit <http://www.hillsnumberplates.com>.

In order to supply our products we work with a range of suppliers across the UK and Europe who provide our base materials such as Aluminium, Acrylic, ABS, reflective and films.

POLICIES

As part of our commitment to combating slavery and human trafficking, we have implemented the following policies and practices:

- Supplier Evaluation process
- Employee Handbook (provide protection for whistleblowers)

We also make sure our suppliers are aware of our policies, and adhere to the same high standards.

These policies have been developed by our senior management team and board of directors and is implemented through our induction process, supplier evaluation process and ISO Management Systems.

DUE DILIGENCE

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we regularly complete due diligence on such suppliers through our supplier evaluation process.

Our procedures are designed to establish, assess and monitor areas of potential risk in our business and supply chains to ultimately reduce the risk of slavery and human trafficking occurring. This includes providing adequate protection for whistleblowers.

RISK AND COMPLIANCE

We do not consider that we operate in high risk sectors or locations. However, notwithstanding this, Hills Numberplates Limited regularly evaluates the nature and extent of its exposure to the risk of slavery occurring in its supply chain by carrying out monthly supplier evaluations from our Approved Suppliers list.

We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains. For example, if we find evidence of a failure to comply with The Modern Slavery Act we

Hills Numberplates Limited

will immediately seek to investigate the issues and if found to be non-compliant it would result in termination of our relationship with the relevant supplier.

EFFECTIVENESS AND KPI's

Hills Numberplates Limited uses key performance indicators (KPI's) to measure how successful we have been in ensuring that slavery and/or human trafficking is not taking place in any part of our business or supply chains by regular evaluations of our key suppliers.

TRAINING

We invest in educating our staff to recognise the risks of slavery and/or human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and/or human trafficking, as well as the consequences of failing to eradicate slavery and/or human trafficking from our business and supply chains.

FURTHER ACTIONS AND SIGN-OFF

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- Work with our suppliers to maintain a Supplier Development and Code of Conduct Policy.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Hills Numberplates Limited slavery and human trafficking statement for the financial year commencing 1st January 2023 and ending 31st December 2023.



Rob Laugharne – Managing Director
Dated: 2nd January 2023