



**ANTI-SLAVERY
AND
HUMAN TRAFFICKING STATEMENT**



Hills Numberplates Ltd is committed to preventing acts of modern slavery and human trafficking from occurring within its business, the business of its subsidiaries and their respective supply chains. Hills Numberplates Ltd also imposes the same high standards on its suppliers.

Hills Numberplates Ltd strictly prohibits the use of modern 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 modern slavery 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 Ltd is the parent company of Dual Metallising Ltd which collectively employ 83 people in the UK in the Automotive Accessories sector. Hills Numberplates Ltd has an annual turnover of £17m. 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 panels and films.

POLICIES

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

- Modern Slavery Policy
- Supplier Evaluation process

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 Ltd regularly evaluates the nature and extent of its exposure to the risk of modern 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 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 KPIS

Hills Numberplates Ltd uses key performance indicators (KPIs) to measure how successful we have been in ensuring that slavery and 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 modern slavery and 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 human trafficking, as well as the consequences of failing to eradicate slavery and 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:

- Establishing an Employee Code of Conduct.
- Establishing a new Supplier Development and Code of Conduct Policy.
- Changing Purchase Order documentation to highlight the Modern Slavery Act.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Hills Numberplates Ltd slavery and human trafficking statement for the financial year commencing 1st January 2019 and ending 31st December 2019.

This statement was approved by the Board of Directors on 2 April 2019.

Signature:

Hills Group Legal Director
Date: 16 April 2019