



ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Modern slavery is a despicable form of organised crime in which people are exploited for criminal gain. It is inhumane, unethical and damaging to society, yet it remains an issue in corporate supply chains around the world. Hargreaves Services Group (**Hargreaves**) is committed to the eradication of slavery and human trafficking and this statement is made in compliance with section 54(1) of the Modern Slavery Act 2015. It sets out Hargreaves' policy and the steps that Hargreaves is taking to prohibit any form of forced labour or slavery throughout its supply chain.

Hargreaves has four main divisions: Hargreaves Environmental, Logistics and Minerals (HELM); Industrial Services; Hargreaves Land; and Specialist Earthworks. It has operations in the UK, Hong Kong and South Africa and has approximately 1,300 employees worldwide.

Hargreaves will not knowingly use forced labour, slavery or unlawful child labour in providing any of its services or products, nor will it knowingly accept services or products from suppliers that employ or utilise forced or unlawful child labour or any form of slavery.

This policy reflects Hargreaves' commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

Hargreaves will continue to review its policies and processes to ensure they meet both the legal and ethical standards required in its supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Hargreaves' slavery and human trafficking statement for the financial year ending 31 May 2021. It was approved by the board on 30 September 2021.

Signed:

Date: September 2021

A handwritten signature in black ink, appearing to read "Gordon Banham", written over a horizontal line.

Gordon Banham, CEO

Hargreaves Services plc