

Modern Slavery and Human Trafficking Statement

Houlder is committed to conducting its business safely, honestly and with integrity, providing products and services to the highest professional standards. Houlder creates positive, mutually beneficial working relationships with its clients, suppliers and other persons involved in its operations.

Houlder takes all reasonable measures to protect the occupational health, safety and welfare of its employees, contractors and visitors to ensure compliance with all applicable laws and other requirements such as the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and in particular the Modern Slavery Act 2015.

To ensure compliance with this ethical framework, Houlder is committed to:

- Conducting its business in an honest and ethical manner with zero-tolerance to any kind of slavery and inhumane working conditions, corruption or any unfair trading.
- Operating a robust recruitment policy, including conducting eligibility to work in the UK and the relevant countries where work is to be undertaken.
- Taking all reasonable steps to assist employees in identifying any potential breaches.
- Ensuring there are adequate internal communication and supporting processes to identify and manage any situation which might lead to a breach.
- Maintaining an anonymous whistleblowing reporting system of suspected or observed violations of laws, regulations and clients' requirements.

Houlder practices, policy statements and processes are reviewed, improved and developed so that the Company continually works in a manner which meets its own ambitious standards and those of its clients.

Signed  _____
Rupert Hare
Chief Executive Officer

Date 06.08.2019