

Anti-slavery Statement

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks in our business and in the wider supply chain. Employees are expected to report concerns and management are expected to act upon them.

Modern slavery is a criminal offence under the Modern Slavery Act 2015. Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This document sets out the policy of Hydrock Holdings Limited (Hydrock) with the aim of the prevention of opportunities for modern slavery to occur within its businesses or supply chain. This policy's use of the term 'modern slavery' has the meaning given in the Act. Hydrock are voluntarily publishing an annual statement of intent which is displayed on our corporate website and intranet in compliance with the Modern Slavery Act.

Our business

Hydrock is a multi-disciplinary engineering consultancy operating throughout the UK.

Organisation structure

Hydrock Holdings Limited has one subsidiary called Hydrock Consultants Limited. Our head office is in Almondsbury, Bristol. We have a total of 16 offices and numerous worksites in England, Wales and Scotland.

Our supply chains

Our supply chains include one or more companies in the following categories:

- » Recruitment agencies
- » Temporary/Agency staff
- » Various professional services
- » Plant and Equipment Hire
- » Utilities
- » Raw and manufactured materials and chemicals
- » Suppliers of safety clothing and building supplies
- » Office equipment
- » Communications and IT equipment services

As part of our Supplier Risk Assessment process and ongoing monitoring of our supply chain, we carry out regular reviews to ensure suppliers are assessed and the information held on our supply base is kept up to date.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiatives to identify and mitigate risk:

- » We require all of our contracted and sub-contracted workers to affirm awareness of their responsibilities under the Modern Slavery Act and require them to adhere to all good business practices that ensure compliance;
- » Where possible, we build long standing relationships with local suppliers and customers and make clear our expectations of business behaviour;
- » We expect our suppliers to have suitable anti-slavery and human trafficking policies and processes in place. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (nor every other participant in the chain) to have a direct relationship with all links in the chain; and
- » We have in place systems to encourage the reporting of concerns and the protection of whistle-blowers.

Supplier adherence to our values

We have zero tolerance to modern slavery and human trafficking. We expect all those in our supply chain and contractors will comply with our values. The Directors are responsible for compliance in their respective offices / teams / sites and for their supplier relationships.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject. We are investigating additional training to increase awareness of our position and policies on modern slavery to all levels of the Company.

Our effectiveness in combating slavery and human trafficking

We use the following performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- » Monitoring of payroll systems.
- » Levels of communication and personal contact with next links in the supply chains and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Hydrock's slavery and human trafficking statement for the financial year ending 31st March 2023.



Dr Brian J. McConnell, CEO

April 2023