	Hillstone Products Ltd	Revision	V1-2017
	Modern Slavery Statement	Issue Date	July 2017
		Issued By	D Patrick


Modern Slavery Statement

Hillstone Products Ltd



Modern Slavery Statement

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Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 (the “Act”) and sets out the steps that Hillstone Products Limited and Hillstone Power Limited (together “Hillstone”) have taken, and are continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced/bonded labour. Hillstone has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Hillstone Ltd operates in the engineering space, manufacturing, selling and renting load banks to other businesses and end users of products. We currently have physical operations in UK and the UAE, but operate on a global basis due to our online presence. Base materials are sourced predominantly in the UK but supplier chains can be based anywhere in the world.


Our high-risk areas

While we have a zero-tolerance policy across our entire supply chain, we are aware that businesses in the UAE, China and South East Asia can carry a higher risk of being involved in matters covered by the Act.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- this anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help;
- an informal recruitment policy. We operate a robust but unwritten (due to the small size of our business and the number of employees we have) recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will;
- a whistleblowing policy incorporated in Our staff handbook. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals; and
- code of business conduct again incorporated in our staff handbook. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

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Our suppliers

Where relevant, Hillstone conducts due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery and, if concerns are identified, on site audits which include a review of working conditions. These audits are usually conducted by senior executives.

Training

We plan to conduct short training sessions for our senior employees so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was drafted by our non-executive director and general counsel and approved by the board of directors on 1 July 2017. A physical copy of this document is stored at our head office in Bury, United Kingdom.

1 July 2017

Approved by the boards of directors of Hillstone Products Limited and Hillstone Power Limited