



VOLUNTARY SLAVERY & HUMAN TRAFFICKING STATEMENT

Slavery and human trafficking

Highfield Park opposes slavery and human trafficking in all its forms. We are committed to ensuring that there is no slavery or human trafficking in our business and, as far as we are able, that our supply chains are free from slavery and human trafficking.

This statement sets out the steps we have taken to understand potential modern slavery risks within our business structure and supply chain. It also sets out the steps taken to eradicate these risks.

About us

Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.

Our commitment to ethical trading

Our voluntary statement 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 slavery and human trafficking is not taking place and that our acquisition of goods and services is carried out without harm to others.

Due diligence and risk assessment

To help identify and monitor the risk of slavery and human trafficking in our supply chain we aim to vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices

We aim to only employ agency workers through reputable employment agencies that adhere to slavery and human trafficking (or equivalent) policies.

Effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains: - Percentage of staff receiving training on modern slavery within their probationary period; - The percentage of suppliers and sub-contractors vetted for ethical labour practices; - The number of reported breaches in the past year.

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 our staff.

Monitoring

This statement is reviewed annually in order to ensure we remain compliant with regards to our policy on slavery and human trafficking.