



Horizon Specialist Contracting Ltd Modern Slavery and Human Trafficking Statement November 2023 to November 2024

Introduction

This statement sets down Horizon Specialist Contracting Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and to cascade these aims to our supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Horizon Specialist Contracting Ltd which are as follows:

The company specialises in work at height and the design, installation, inspection and repair of lightning protection systems and Fall Restraint Systems.

The Company currently operates in the following countries: UK, Northern Ireland & Channel Islands and Europe.

Horizon has assessed its risk in relation to modern slavery and human trafficking: and found it to be low. It checks all employees have right to work in this country and are paid the national minimum wage or above.

Supply chains to the business include:

- Office equipment and stationary
- Fleet vehicles
- PPE
- Professional Advisers
- Site Equipment
- Materials

All of the above are sourced from within the UK. Suppliers are required to ensure that they comply with the statutory requirements in respect of the Modern Slavery Act 2015, which, in turn, confirms to us that the risk of slavery in our supply chain has been mitigated.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policy: Louise Kerry-Armes Business Director is responsible for creating and reviewing policies. The process by which policies are developed is by looking at best practice and adapting it to the needs of the Company.
- 1.2 Risk assessments: Paul Farn, Operations and Safety Director is responsible for risk assessments in respect of human rights and modern slavery by a process of reviewing personal risk to all employees in all work situations
- 1.3 Due diligence: Elizabeth Hudson is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

**Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to remain diligent and report any suspicions to the above-named people immediately.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business and requires our supply chains to comply. This Statement affirms its intention to act ethically in our business relationships.

Whistleblowing policy - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and periodically reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners **AND** evaluating the modern slavery and human trafficking risks of each new supplier **AND** invoking sanctions against suppliers that fail to improve their performance in line with an action plan which would be provided by us, including the termination of the business relationship.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Horizon's Managing Director, **Leigh Holford** endorses this policy statement and is fully committed to its implementation.

Signed Leigh Holford Managing Director

A handwritten signature in black ink, appearing to read "Leigh Holford", written over a light blue horizontal line.

Revised November 2023