

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Higham recognises that it has a responsibility to take a robust approach to slavery and human trafficking. Higham are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

During this financial year Higham has taken steps to ensure that slavery and human trafficking are not taking place in any of our supply chains or any parts of our own business. We are proud of the steps we have taken to combat modern slavery and human trafficking. This statement sets out the actions we have taken to ensure our supply chain and our organisation is free from slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our organisation's slavery and human trafficking statement for the current financial year.

Supplier Adherence to our Values

Higham have zero tolerance to slavery and human trafficking. Higham expect all those in our supply chain and contractors to comply with our values. The company directors are responsible for compliance in their respective departments and for their supplier relationships.

With regard to national or international supply chains, our point of contact is with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.

Policies

Higham are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. Our policies and statements reflect our commitment to act 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 anywhere in our supply chains.

Due Diligence

As part of our initiative to identify and mitigate risk we require all supplier and sub-contractor to complete a questionnaire (PQQ) and supply supporting documents to ensure that they support the same values as Higham.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Combating Slavery and Human Trafficking

Higham use the following key performance indicators (KPIs) 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:

- Levels of communications and personal contact with the next link in the supply chain are upheld to ensure their understanding of, and compliance with our expectations.
- Provide documentation / certification of compliance.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Higham provide training to our staff. Our training comprises of but is not limited to the following:

- Using tool box talks to communicate what indicator to look for in relation to modern slavery and human trafficking
- Key members of staff to hold CPD training and certification in Anti-Slavery
- Key members of staff to hold Equality and Diversity Training.

Higham require suppliers and contractors to accept our statement to ensure the organisation is free from slavery and Higham ask suppliers and contractors to supply their policy or statement when completing a PQQ to ensure they adhere to the values of Higham.