12 The Green
Richmond
Surrey
TW9 1PX
www.hy-ten.co.uk

Modern Slavery Act Statement 2023/2024

This statement is for Hy-Ten Ltd and covers the following sites: Richmond (Head Office), Staines, Chatham, Bootle, Newark, Wolverhampton, Poole, Coseley, Durham, Newton Abbot, Brandon, and Wallingford.

Modern slavery is a crime, and a morally unacceptable act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

Hy-Ten Ltd has a zero-tolerance approach to modern slavery and is fully committed to preventing slavery and human trafficking in our operation and supply chain. Hy-Ten Ltd has taken concrete steps to tackle modern slavery as outlined in our statement.

This statement sets out the actions that Hy-Ten Ltd has taken to understand all potential modern slavery risks related to Hy-Ten's business, and to implement steps to prevent slavery and human trafficking during the financial year 2023/2024.

Hy-Ten Ltd is a leading stockist and fabricator of concrete reinforcement bar, mesh, and accessories with a nationwide network of manufacturing centres which provide an innovative, rapid, and cost-effective service to building and civil engineering contractors throughout the UK and Eire.

Hy-Ten Ltd establishes relationships of trust and integrity with all its suppliers, this relies upon mutually beneficial factors. Hy-Ten Ltd.'s supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

Hy-Ten Ltd has is not aware of any allegations of human trafficking/slavery activities against any suppliers. If made aware, Hy-Ten Ltd would act immediately to assist in eliminating any offenders from the supply chain.

Hy-Ten Ltd operates the following policies for identifying and preventing slavery and human trafficking in our operations that can be found online at http://www.hy-ten.co.uk/brochures-certifications.

Whistleblowing Policy – Hy-Ten Ltd encourages all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. Hy-Ten Ltd will ensure anything reported remains confidential to protect the identity of whistle-blower.

Code of Conduct – Hy-Ten Ltd.'s code of conduct encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

Hy-Ten Ltd conducts due diligence on all new suppliers, and on existing suppliers at regular intervals. As part of its efforts to monitor and reduce the risk of slavery and/or human trafficking occurring within its supply chains, Hy-Ten Ltd has adopted the following due diligence procedures when taking on new suppliers and reviewing its existing suppliers.

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The Supplier warrants by return of a signed declaration that neither they nor any of its officers, employees, agents, or companies operating within their own supply chain has:

- Committed an offence under the Modern Slavery Act 2015 (MSA).
- Have been made aware they are subject to an investigation/prosecution relating to an alleged MSA offence.
- Is aware of any circumstances within its supply chain that could give rise to an alleged MSA offence or prosecution under the Act.

There were no suspicious activities or concerns reported for the reporting period.

Approval of new suppliers is carried out by a designated team to ensure a through screening before allowing any services to be provided, for this period there was a total of 129 applications made of which all were approved through our screening process.

Hy-Ten Ltd has defined a set of indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain.

These include:

How many employees have completed Modern Slavery Focused training?
How many suppliers have filled out our MSA Supplier questionnaire?
How many reports have been made by our employees giving concern or suspicion of someone who may be affected?

This statement covers 1st July 2023 to 30th June 2024.

Adrian Larkins

A Larkins.

Chairman July 2024

I Jeffries.

Director responsible for MSA. July 2024