

Modern slavery statement 2015/2016

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and constitutes Hills Prospect PLC's slavery and human trafficking statement for the financial year ending 31st March 2016. The statement sets out the steps that Hills Prospect PLC has taken and is continuing to take to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Hills Prospect PLC 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.

This statement covers the activities of Hills Prospect PLC; the largest drinks distributor in London and the South East. Established in 1977 the company has grown dramatically in the last four decades. In 2009 Hills Drinks Distributors merged with Prospect Distributors Ltd also founded in 1977. Prospect Distributors Ltd shared the same customer focus qualities with an enviable reputation for customer service. With approximately 140 staff Hills Prospect stocks over 3,350 product lines and in 2015 made over 61,500 deliveries to our customers.

Hills Prospect currently operates in the following counties; Cambridgeshire, Suffolk, Hertfordshire, Essex, Greater London, Kent and Surrey.

Hills Prospect PLC's recruitment and management policies ensure that prospective employees are legally entitled to work in the UK and are committed to measures safeguarding our employees from any abuse or coercion once in our employment. These include:

- An employee code of conduct
- Pre-employment checks
- Paying the National living wage as a minimum
- Health and safety policies and procedures
- Grievance, Disciplinary and bullying at work policies.

Hills Prospect PLC work closely with a number of employment agencies who we ensure comply with our high pre-employment checks. Further by managing our own recruitment in house and carrying out further checks once an agency worker is employed some of the risk of outsourcing is mitigated.

We work closely with a number of suppliers and have a strong commitment to ensure that modern slavery is not taking place anywhere within our supply chains or in any part of our business. This is the core element of our respect for human rights and we are committed to identifying and implementing effective controls and methods to tackle modern slavery.

We have in place systems to:

- Identify and assess potential risk in supply chains;
- Mitigate the risk of modern slavery in supply chains;
- Monitor potential risk areas in supply chains;
- Protect whistleblowers.

To ensure a high level of understanding of the risks of modern slavery in our supply chains and within our business, we provide appropriate training to our staff.

Trevor Bowers.

Sales and Marketing Director

October 2016