



HPSS Ltd.

Unit 3 Quayside Business Park, West Dock Street, Hull. East Riding of Yorkshire, HU3 4AJ

Registered Office as above, Registered in the UK, Reg. no. 04450579

Slavery and Human Trafficking Statement

Introduction

We are committed to identifying and eliminating any act of modern-day slavery and human trafficking within our business or supply chains.

As a small business, HPSS Ltd. is not legally obligated to report on slavery and human trafficking. Nevertheless, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 30 April 2024.

Organisational structure, business and supply chains

We are a supplier of rental sound, light and staging equipment to the live events industry and are an independent company operating primarily within the UK. Our business comprises one equipment storage and maintenance unit and associated head office based at the above address.

Our supply chains consist of UK- and EU-based distributors of sound, stage and lighting equipment. We also source tools and office supplies from UK- and EU-based suppliers.

Policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy 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 anywhere within our supply chains.

Assessing and managing risk

We consider ourselves to be a 'low risk' business with regard to slavery and human trafficking. Nevertheless, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees directly; we do not recruit from outside the UK or use agency workers.

We have a whistleblowing policy in place that staff can use to report a wide range of issues, including incidences of modern slavery or human trafficking.

Effectiveness in combating slavery and human trafficking

We have zero tolerance to slavery and human trafficking. To ensure that our suppliers comply with our values we are working towards putting in place a supply chain compliance programme. As many of our suppliers are likely to be under the size threshold set out in the MSA 2015, we will first need to assess which suppliers are required to make a Slavery and Human Trafficking Statement.

Training

As a small business, we believe that it is the shared responsibility of all employees to be conscious of the risks of modern slavery and human trafficking. We provide appropriate training to ensure that employees, and particularly those who deal directly with company recruitment and/or our suppliers, understand and can identify the risks of modern slavery and human trafficking within our business and supply chains.

A handwritten signature in black ink, appearing to read 'H. Jones', with a stylized flourish extending from the end.

Hugh Jones

Managing Director

Date: 16/10/2023