

## **Modern Slavery Statement**

### **Introduction**

HPower Group is an international events business and our events take place both in the UK and internationally. This statement sets out HPower's commitment to ensuring the prevention of slavery and human trafficking in its corporate activities. We are committed to delivering high standards of corporate governance and a key element of this is managing the Group in a socially responsible way. The Group aims to employ the highest ethical and professional standards and to comply with all local laws and regulations applicable to our business.

### **Organisation structure and Supply Chain**

HPower's events are principally in the commemorative, military, equestrian and hospitality sectors. Due to the nature of our business we assess there is a low risk of slavery and human trafficking in our business. This is because HPower does not directly manufacture or sell goods. HPower also expects the same high standards which we set for ourselves from those parties with whom we engage.

### **Our Policies and Procedures**

The following policies identify and limit the risks of modern slavery within the workplace;

#### **Whistleblowing Policy**

HPower encourages all its workers and business associates to report any concerns related to the direct activities, or the supply chains of HPower. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy to make disclosures, without fear of retaliation.

#### **Employee Code of Conduct**

The HPower employee handbook makes clear to all employees the actions and behaviours expected of them. HPower strives to maintain the highest standard of employee conduct and ethical behaviour.

#### **Dignity at Work Policy**

This policy is implemented to ensure that all of our employees are treated with both dignity and respect.

#### **HR Procedures**

The organisation has strict HR procedures which support the Modern Slavery Act 2015 (the 'Act') to protect against modern slavery and human trafficking. This includes ensuring all

our staff have appropriate right to work documents, re paid fairly and enjoy a competitive remuneration package.

### **Due Diligence and Areas of Risk and Risk Management**

HPower aims to periodically review the effectiveness of the relevant onboarding processes that we have in place with business partners. We aim to ensure all business partners uphold their commitments in line with our values and that we only work with companies free of any form of modern slavery in their supply chains. We are currently modifying our terms of engagement for work with business partners and identifying whether additional due diligence is required to ensure companies we work with are compliant with the requirements of the Act. We will explicitly set out our expectations of our business partners and include a section in our terms and conditions of engagement on modern slavery providing a delimitation of the conduct and explaining the responsibilities of HPower employees and the companies we work with.

### **Enforcement**

In the event of the discovery of non-compliance with our policies we reserve the right to terminate our relationship with a business partner. Employees who violate our modern slavery or other principles of our Code of Conduct may be subject to disciplinary proceeds, up to and including dismissal.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes HPower's slavery and human trafficking statement for the financial year ended 31 January 2021



Simon Brooks-Ward  
Chairman and Chief Executive