

2020 UK Modern Slavery Act Statement

This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Hatch's slavery and human trafficking statement for the previous financial year (ending 30 September 2019).

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business.

We are also committed to ensuring there is transparency not only in our own business but in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners and, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Hatch UK Structure

The UK Directors consist of our Group CEO, illustrating the highest level of support for instilling all company protocols and ethics, in addition to a UK national with over 20 years tenure within Hatch who, in conjunction with an experienced management team, ensures compliance in all areas of our business at home and overseas.

Policies In Relation To Human Trafficking

Our vision at Hatch, as stated in our [Manifesto](#), is that we are passionately committed to the pursuit of a better world through positive change. Our Manifesto also includes our values

that guide everything we do and are integral to how we express ourselves as a group. They are the foundation from which we run our business and direct our engagement with stakeholders and partners as we seek to inspire their trust and deliver real value to their businesses. Based on these values, Hatch has built an unwavering and strong reputation for conducting business with integrity, earning the respect and trust of our clients, employees, and the communities in which we work.

Our employees are expected to abide by our Code of Conduct, which helps to create a culture that fosters transparency, as it empowers our people with the correct tools to avoid, identify, and respond to all ethics-related issues. Our suppliers, contractors, consultants and business associates working under Hatch's direction in addition to joint venture partners are expected to have read, understand and comply with our Code of Conduct.

Our Anti-Slavery and Human Trafficking Policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Hatch has produced an internal process guide with respect to Worker Welfare (Worker Welfare Guide) to address many of the key issues within the Modern Slavery Act:

To ensure that the Contractors in our supply chain with whom we work on Projects hold an equal regard for the health, safety, and welfare of the Project workers to promote a healthy environment for workers, and further improve project delivery, quality, safety and sustainability outcomes for our clients.

This Worker Welfare Guide is to be adopted across all Hatch's projects and supply chains and is complementary to this Modern Slavery Act Statement.



Responsibility For The Policy

The UK directors have overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that all those under our control comply with it.

The UK HR business partner has day-to-day responsibility for implementing this statement, monitoring its use and effectiveness, dealing with any queries and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this statement and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Compliance With The Policy

Our employees are expected to understand and comply with the Anti-Slavery and Human Trafficking Policy and the Code of Conduct.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Employees are required to avoid any activity that might lead to, or even suggest, a breach of this policy.

Employees must notify the UK HR business partner as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

Employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If an employee believes or suspects a breach of this policy has occurred or that it may occur, they must notify the UK HR business partner OR report it in accordance with our Whistle Blowing Policy as soon as possible. Where appropriate, and with the welfare and safety of local workers as a priority, we

may give support and guidance to our suppliers to help them address coercive or exploitative work practices in their own business and supply chains.

Communication And Awareness Of This Policy

Training on this policy and on the risk our business faces from modern slavery in its supply chains forms part of the induction process for all individuals who work for us and regular training is provided as necessary.

Our commitment to addressing the issue of modern slavery in our business and supply chains is to be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches Of This Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Julian Clark
Director, Hatch Associates Limited