



HARRON HOMES LIMITED AND HARRON GROUP LIMITED

SLAVERY AND HUMAN TRAFFICKING STATEMENT

FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2023

This statement is made on behalf of Harron Homes Ltd pursuant to section 54 of the Modern Slavery Act 2015 ("the Act") and constitutes our Slavery and Human Trafficking Statement.

BACKGROUND

Harron Homes Ltd ("the Company") is a family-owned housebuilding company founded in 1992. It is based at a Head Office in Leeds, with branch offices also in Leeds and Chesterfield. The company has around 250 employees and has several new housing developments underway at various locations in Yorkshire, Derbyshire and Nottinghamshire.

Harron Homes Ltd fully supports the Modern Slavery Act 2015 and is committed to ensuring that the company is compliant with the statutory requirements affecting our employees and supply chain.

We value our staff and have high expectations of them. In return we aim to provide them with a safe, supportive and rewarding environment in which to develop and reach their full potential.

POLICY

The company has a 'Policy on the Prevention of Slavery and Human Trafficking'. This policy includes the following elements:

- Human Resources processes for identifying warning signs of slavery and human trafficking within the workforce, including the vetting of all existing and new employees.
- Communication with Harron Homes employees to ensure that they are aware of the warning signs of slavery or trafficking and are able to bring any suspicions to the attention of senior management; and
- Driving the commitment to human rights through our supply chain by requiring suppliers and sub-contractors to confirm to us that they comply with our Code of Conduct and by verifying that they continually monitor their own commitment to the prevention of modern slavery and human trafficking, in respect of their activities whether in the UK or overseas.

IMPLEMENTATION

A working party has been formed, headed up by the Company Secretary and including the Regional Managing Directors, whose role is to maintain the Company's Policy on the Prevention of Slavery and Human Trafficking, and to ensure its ongoing implementation throughout the Company.

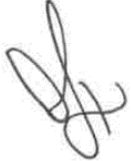
The following measures have been implemented:

- All new employees are vetted prior to commencement of their employment with the company, in order to highlight any risk factors indicating potential slavery or human trafficking.
- New employee induction training now includes a section dedicated to raising awareness of the issue of modern slavery and informing employees of the processes to be followed in the event of any concerns they may have in this regard.
- Our Employment Handbook, which is made available to all employees, includes a section directly relating to the Modern Slavery Act 2015.

- Our Code of Conduct is being enforced through our supply chain. New suppliers and subcontractors are required to confirm, prior to order placement, that they have appropriate policies and procedures in place to comply with the Modern Slavery Act 2015. In addition, key existing suppliers and sub-contractors are being contacted on a rolling basis and required to provide evidence of their compliance with the Act.

This statement will be reviewed annually.

Signed:

A handwritten signature in black ink, appearing to read 'Peter Hayes', is positioned above the printed name.

Peter Hayes
Company Secretary
31st August 2023