

## Modern Slavery Statement 2020/21

NIS Holdings Ltd, which has its head office in Lancashire, is the parent company of NIS Ltd, NSG Environmental Ltd and Hold Engineering Ltd. The group has under 250 employees and an annual turnover of £36 million.

More information on each of the group companies can be found by visiting:

[www.nisltd.com](http://www.nisltd.com)  
[www.nsgltd.com](http://www.nsgltd.com)  
[www.holdltd.com](http://www.holdltd.com)

All group companies are fully supportive of the laws introduced within the United Kingdom through the Modern Slavery Act 2015 to combat slavery and each company takes a zero-tolerance approach to forced or compulsory labour and the trafficking of person for any purpose. No group company will enter into business or partnership with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

The standards and expectations of each company require that all its employees, suppliers within their supply chain and any third parties that work with them adhere to the same standards and operate with the same integrity and transparency in all their interactions with their suppliers and sub-tier suppliers and contacts.

We seek assurance from supplier/third party organisations that they combat slavery and human trafficking by:

- Implementing controls to identify, prevent and address the risk of modern slavery in their supply chains and third-party working relationships.
- Continually evaluating ways to heighten awareness of modern slavery concerns across their organisation and provide appropriate training to their own staff.

Each company will, as part of their commitment to combating modern slavery, have policies and procedures in place on anti-slavery, anti-bribery and corruption, and whistle blowing, which are reviewed on an annual basis. Toolbox talks will be delivered to all staff to ensure a base level of awareness across all the companies and other relevant training will be provided to staff who operate within areas of the business that modern slavery may be likely to occur.

Following a review of the effectiveness of the steps each company will have taken this year to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

- We will evaluate ways to heighten awareness of modern slavery concerns across the group.
- Using key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending **31 March 2020**.*



Jim Porter, NIS Holdings Ltd Director