



The Springfield Group Modern Slavery Transparency Statement

INTRODUCTION

This statement is made by Springfield Properties Plc (SC031286) on behalf of Springfield Properties, Springfield Partnerships, Dawn Homes, Walker Group, Tulloch Homes, Mactaggart & Mickel Homes and Glassgreen Hire. The full names of our group companies are listed on the final page and are captured as a collective throughout this statement as “**The Springfield Group**”.

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 (the “**MSA**”) and covers the financial year ending 31 May 2022.

The Springfield Group supports the objectives of the MSA. We are committed to trading ethically and to the highest standard. We recognise our responsibility under the MSA and aim to ensure that no modern slavery, human trafficking or forced labour is present in any part of our business or supply chain.

ABOUT OUR BUSINESS

The Springfield Group is Scotland’s only listed housebuilder on the AIM market. We are a house builder delivering high quality, energy efficient homes in sustainable communities across the country. Our business involves buying land for developing, gaining planning consents and building private, affordable homes and private rented homes. All our active and past sites are in Scotland, from the Highlands to the Scottish Borders and from the west of Scotland to the east. We have offices in Elgin, Inverness, Larbert and Glasgow.

Within the Springfield Group we directly employ around 900 employees with sub-contractors and suppliers visiting our sites on a daily basis to carry out a range of work. The annual turnover of the Group for the financial year ended 31 May 2022 was £257.1m. Further information about our business can be found on the Springfield Group website (www.thespringfieldgroup.co.uk).

We act ethically and with integrity. Our employee recruitment policy requires all potential employees to provide evidence of their entitlement to work in the UK. We are committed to fair employment practices, follow all applicable employment laws and pride ourselves in our approach to looking after our people, including investment in development, health and wellbeing.

SUPPLY CHAIN

Our supply chains include building contractors, sub-contractors, product suppliers and professional consultancies e.g., engineers and land surveyors. Other suppliers to our business are professional services firms such as lawyers, accountants, and other consultants.

Most of our onsite construction is carried out through our sub-contractors and our building materials sourced through suppliers. We have established and trusted relationships with our sub-contractors and suppliers across Scotland. Whilst we have identified that the main areas for risk of modern slavery within the Springfield Group would be through sub-contractors and suppliers, we believe that our long-established relationships with companies in the regions that we operate helps mitigate against risk.

ANNUAL REVIEW

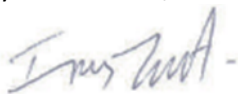
Since our last review we have increased our focus on the risks surrounding Modern Slavery. We have joined [Scotland Against Modern Slavery](#), a voluntary forum established to share knowledge and discuss risks across sectors in Scotland. In addition, in establishing our first Environmental, Social and Governance (ESG) Strategy, we committed to undertaking a comprehensive review of our Modern Slavery Statement and engaged in discussions with experienced practitioners to help identify best practice. This has resulted in a better-informed review of our practices, policies and procedures.

With this increased understanding we continue to consider that the risk of modern slavery within our Group is low. With procedures in place within our recruitment policies, we are confident that there are no risks associated with Modern Slavery within our directly employed workforce. The area of risk we are exposed to is through our sub-contractors and suppliers and whilst we feel risks are minimized by our established relationships with local companies who share our commitment to looking after people, in the year ahead, to further mitigate risk, we will:

- Write to sub-contractors to outline our commitments in relation to Modern Slavery and raise awareness of the risks, signs to look out for and Springfield's whistleblowing procedures.
- Use our staff intranet to share information with our employees on Modern Slavery to raise awareness of the risks, signs to look out for and whistleblowing procedures, including in their work with sub-contractors.
- Continue to engage with [Scotland Against Modern Slavery](#) to maintain our knowledge on modern slavery and assess our own risks, practice and applicable policies against any new insight.

Any queries in relation to this Modern Slavery Transparency Statement should be addressed to: Innes Smith, Chief Executive Officer by emailing support@thespringfieldgroup.co.uk.

This statement has been approved by the board of directors of Springfield Properties Plc and is signed by **Innes Smith, Chief Executive Officer**. Signed:



9 December 2022

Companies on behalf of which this s.54 Modern Slavery Act statement is made:

Springfield Properties plc	Dawn (Cambuslang) Limited
Tulloch Homes Holdings Limited	Walker Group Springfield Holdings Limited
Tulloch Homes Group Limited	Walker Group (Scotland) Limited
Tulloch Homes Limited	Walker Contracts (Scotland) Limited
Tulloch Limited	Walker Residential (Scotland) Limited
Argyll Developments (Scotland) Limited	Walker Group (Developments) Limited
Tulloch Homes (Drumossie) Limited	Dawn Homes Holdings Limited
Argyll Homes (Hamilton) Limited	Dawn Homes Limited
Glassgreen Hire Limited	Dawn Homes (Residential) Limited
Springfield M & M Homes Limited	Springfield Timber Kit Systems Limited