



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**”).

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 over 600 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 2023 was £332.1m. 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

Issues around Modern Slavery are considered as part of our ESG Governance and as a Group we feel well informed around the risks. We continue to engage with [Scotland Against Modern Slavery](#), a voluntary forum established to share knowledge and discuss risks across sectors in Scotland.

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.

An area of risk we have more potential to be exposed to is through our sub-contractors and suppliers and, whilst we feel risks are minimised by our established relationships with local companies who share our commitment to looking after people, this is an area of focus for related activity.

In 2023, we surveyed our suppliers and subcontractors and found that 73% of those who responded have a Modern Slavery Statement in place. While these results are encouraging, we are committed to continued engagement with the supply chain to raise awareness of the risks associated with Modern Slavery as well as Springfield's whistleblowing procedures if anyone has any concerns.

We will also continue to raise awareness amongst our employees, particularly those working alongside subcontractors and/or with relationships with suppliers to raise awareness of the signs to look out for. We will use our staff intranet to do this by featuring articles of interest.

As mentioned above, we remain engaged with Scotland Against Modern Slavery and responsibly follow up any relevant experience shared from other sectors to assess our own exposure and identify any risks.

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:

16 May 2024

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