



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 homes across housing tenures. All our active and past sites are in Scotland and we have offices in Elgin, Inverness, Larbert and Glasgow.

Within the Springfield Group we directly employ around 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 2025 was £280.6m. 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.

ANNUAL REVIEW & GOVERNANCE

Our ESG Committee provides senior level oversight and management of risks around Modern Slavery. The ESG Committee is Chaired by our Chief Executive and reports into our Board.

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. We continue to raise awareness amongst our employees about Modern Slavery and the signs to look out for. In 2024, 97 employees throughout our Group undertook Modern Slavery Training.

In our supply chain, we believe that risks are minimised by our established relationships with local companies who share our commitment to looking after people. We are pleased to note that around three-quarters of our suppliers have their own Modern Slavery Statement in place.

With significant growth expected in the North of Scotland due to vast investment in infrastructure including the Green Freeport and upgrades to electricity networks, we anticipate increased competition within the local supply chain. We expect to see accelerated growth, substantial recruitment and the emergence of new entrants into the market, and we are aware that this could increase risks around modern slavery in the region. We have engaged with Skills Development Scotland, Highlands and Islands Enterprise, The Highland Council and other related agencies through a Workforce Summit and will continue to work collaboratively to help ensure skills capacity while raising awareness of the risks around modern slavery.

We remain engaged with Scotland Against Modern Slavery, a voluntary forum established to share knowledge across sectors in Scotland, 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 September 2025

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 Group (Developments) Limited
Tulloch Limited	Dawn Homes Holdings Limited
Argyll Developments (Scotland) Limited	Dawn Homes Limited
Tulloch Homes (Drumossie) Limited	Dawn Homes (Residential) Limited
Argyll Homes (Hamilton) Limited	Springfield Timber Kit Systems Limited
Glassgreen Hire Limited	Tulloch Homes Express Limited
Springfield M & M Homes Limited	SP Sub 2024 Limited