

Statement on Modern Slavery & Human Rights

Hillbreak is unequivocal: slavery, human trafficking, child labour or any other abuse of human rights is abhorrent and has no place in our organisation or in our supply chain. This Statement confirms our approach to ensuring that we guard against unacceptable practices.

Hillbreak and APC Success, which are separate companies under common control and ownership, will not engage in bribery and this Anti-Bribery Policy applies to both equally.

About Hillbreak

Hillbreak Limited, trading as Hillbreak, provides a blend of strategic consultancy, training, and coaching services through which we seek to accelerate impact and sustainability in public and private markets.

Working extensively with Boards, Executive and Investment Committees, fund and asset management teams and those in a wide range of leadership and specialist roles, we train, mentor and coach to enhance competency, helping those in our industry at all stages of their career to increase their impact and fulfil their career potential whilst at the same time benefitting their business and society more widely.

Hillbreak is regulated by RICS.



About APC Success

Hillbreak (APC Success) Limited, trading as APC Success, offers bespoke, in-house APC training to real estate organisations and professional surveying firms, as well as for individual candidates. This includes training on the importance and detail of the RICS Rules of Conduct and Professional Standards and the related RICS Ethics Assessment.

Most of our clients are highly professionalised organisations that have an active interest in the built environment and real estate sectors, either as investors, owners and asset managers, developers, occupiers, public authorities and service providers.

Both Hillbreak and APC Success are specialist, boutique firms with turnover of less than £36m. As such, we have no legal obligation under the Modern Slavery Act 2015 to produce a Slavery & Human Trafficking Statement. However, we are committed unreservedly to the principles of responsible business and are prominent advocates within the real estate industry in this regard. Thus, we have no hesitation in stating publicly our commitment to the spirit of the Modern Slavery Act.

Steps we are taking

Hillbreak and APC Success have several inherent characteristics which complement the specific steps we take to manage Modern Slavery risks. These include:

- We are small firms of two Directors and fewer than 10 direct employees. We procure the services of specialist professionals with high levels of capability and qualification to support our client advisory, training, and leadership coaching work.
- When engaging specialist professionals in a sub-consulting capacity, we do so under formal Contract through which the sub-contractor warrants that it is not engaged in any practice which renders it responsible for or complicit with slavery, human trafficking, child labour or any other abuse of human rights.
- All of our material suppliers and service providers* are requested to affirm annually that their business and supply chains are free from slavery and all other forms of human rights abuse, with failure to provide such affirmation within a reasonable time period resulting in steps being taken to seek a change of supplier.
- When entering formal partnerships with organisations bound by the Modern Slavery Act 2015, we ensure that it has in place relevant policies and has published an up-to-date Slavery & Human Trafficking Statement.
- When providing professional services, we take a positive approach to agreeing to and working in accordance with clients' slavery and human rights policies, where we are satisfied that these are appropriate, proportionate and reasonable.





Jon Lovell
Managing Director, Hillbreak and APC Success

* We define material suppliers as those with which we have any recurring or retained contractual relationship, irrespective of financial value, and those from which we procure goods or services on a one-off basis where the value of such goods or services exceeds £500 exclusive of taxes.