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HOPKINS
HOMES



TILIA
HOMES

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FY2027

Document ID	
Owner	Chief Legal Officer

Last Review Date	27 August 2026
Next Review Date	26 August 2027



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Contents

Contents	2
Introduction	3
Our Organisation and Structure	3
Our Supply Chains.....	3
Our Policies in Relation to Modern Slavery.....	4
Due Diligence Processes.....	4
Risk Assessment and Management	5
Training and Awareness	5
Effectiveness and Monitoring	5
Priorities for 2027	6
Board Approval.....	6

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Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement for Tilia Homes Limited and Hopkins Homes Group Limited and their respective subsidiaries for the financial year ending 31 March 2027. It sets out the steps we continue to take to ensure that slavery and human trafficking are not taking place in our business or supply chains.

This statement is issued on behalf of Tilia Homes Limited, Hopkins Homes Group Limited and all companies within the untypical Group, which comprise Tilia Homes Limited, Hopkins Homes Group Limited and their respective subsidiaries which form a part of the untypical Group. In this statement references to "Tilia Homes", "Hopkins Homes", "untypical", "we", "us" and "our" are references to any company within the untypical Group.

Our Organisation and Structure

Tilia Homes Limited is a limited liability company incorporated in the UK and headquartered in Solihull. Hopkins Homes Group Limited is a limited liability company incorporated in the UK and headquartered in Bury St Edmunds. Both companies are directly owned by Untypical Limited (registered in Guernsey under company number CMP68992).

We are a residential housebuilder and developer with a head office in Solihull where some of the group function and Central regional teams are based. We also operate through regional teams based out of Warrington, Bedford, Bury St Edmunds and Exeter.

Our Supply Chains

Our supply chains include contractors, sub-contractors, material suppliers, professional consultants, architects, surveyors, ground workers and other trades and services such as bricklayers, plumbers, electricians and cleaners associated with house building and development.

We are committed to conducting business in a lawful and responsible manner. We do not tolerate modern slavery or human trafficking in our business or supply chains. Our approach is to maintain proportionate controls for a housebuilding business, to communicate our expectations to those working with us and to act where concerns are identified.

Document ID	
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Last Review Date	27 August 2026
Next Review Date	26 August 2027



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We expect our suppliers, contractors and subcontractors to comply with applicable anti-slavery and human trafficking laws. Where appropriate, our contractual documents require suppliers and contractors to comply with anti-slavery laws, to avoid conduct which would amount to an offence under the Modern Slavery Act 2015 and to comply with our anti-slavery requirements.

Our Policies in Relation to Modern Slavery

Our Anti-Slavery and Human Trafficking Policy records our position on modern slavery and human trafficking. In addition, our Code of Conduct, our Anti-Bribery and Corruption policy, our Equality Diversity and Inclusion policies and our Bullying and Harassment policies confirm our zero tolerance approach to modern slavery and human trafficking in our business and supply-chain.

Our Whistleblowing Policy provides a route for employees and others working with us to raise concerns (both internally and anonymously via our independent Speak Up service, SafeCall), including suspected modern slavery or human trafficking. We also maintain employment checks and procurement controls which are intended to support compliance with legal and ethical standards.

Due Diligence Processes

During the reporting period, we continued to assess suppliers and contractors through our procurement and onboarding processes before appointment. We also maintained right-to-work checks for employees and reviewed the contractual terms used with consultants, suppliers and contractors to ensure that appropriate modern slavery obligations were included.

Concerns relating to modern slavery may be reported through line management, the Legal or Human Resources teams, or the Group's whistleblowing arrangements. Where a concern is substantiated, we will take proportionate action based on the circumstances. This may include requiring remedial measures, suspending work, terminating the relevant relationship or reporting the matter to the appropriate authorities.

Document ID	
Owner	Chief Legal Officer

Last Review Date	27 August 2026
Next Review Date	26 August 2027

Risk Assessment and Management

The principal areas of potential modern slavery risk within the untypical Group relate to the following.

- The use of construction labour and subcontracted services.
- The procurement of materials and products used in housebuilding.
- Suppliers that rely on temporary, agency, migrant or lower-paid workers.

We recognise that the risk may be greater within lower tiers of the supply chain, where we have less visibility and direct contractual control.

We assess and manage these risks through supplier onboarding and procurement reviews, appropriate contractual terms, site management processes, right-to-work checks for employees and clear routes for reporting and escalating concerns. Where an arrangement presents a higher risk, we may undertake further due diligence and require additional contractual protections before appointing or continuing to work with the relevant supplier.

Training and Awareness

We provide modern slavery training to employees, tailored to their roles and responsibilities. The training helps employees recognise potential indicators of modern slavery, understand how to respond to suspected cases and use the Group's reporting and escalation procedures.

Effectiveness and Monitoring

We monitor the effectiveness of our approach by reviewing policies, procurement standards, supplier onboarding requirements, contract terms and any concerns raised through management or whistleblowing channels.

We are not aware of any confirmed incidents of modern slavery or human trafficking at any of our sites or offices for the year ended 31 March 2026. We recognise that the absence of

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Last Review Date	27 August 2026
Next Review Date	26 August 2027



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HOPKINS
HOMES



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reported incidents is not, by itself, evidence that risks do not exist. Our objective is to maintain practical controls which help staff and suppliers identify concerns and escalate them promptly.

Priorities for 2027

During FY27, we intend to continue reviewing our modern slavery controls and to focus on practical improvements. These include keeping the Anti-slavery Policy and Whistleblowing Policy under review, reinforcing awareness with staff involved in procurement and site management, continuing to review supplier onboarding and pre-qualification standards, and checking that new supplier, contractor and consultant appointments include appropriate anti-slavery requirements where suitable.

Board Approval

This statement is issued on behalf of Tilia Homes Limited, Hopkins Homes Group Limited and the companies within the untypical Group and is signed on their behalf by the CEO of the untypical Group.

Gary Ennis

Chief Executive Officer

Document ID	
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Last Review Date	27 August 2026
Next Review Date	26 August 2027