



3 April 2020 : Statement on Coronavirus (COVID-19)

All of us are still trying to come to terms with how the Coronavirus (COVID-19) crisis has changed the way we live as people and operate as a business. The situation is beyond anything that most of us have experienced or ever thought likely to be facing. It has evolved at a rapid pace and as a company we are fully behind the UK Government's efforts to protect the NHS and save precious lives.

What is impressive is the way all Hills operations have been able to respond to the immense challenges presented by this fast moving situation and thanks are extended to those employees who agreed to be furloughed and those who have remained within the business, both within the office and working from home, to keep us operating. Special thanks go to those of our employees performing 'front-line' duties and who are delivering critical services collecting and sorting Wiltshire's municipal waste and recyclables. They are having to strictly follow and adhere to guidance on how to operate in environments of critical working in close proximity to others. Their efforts are very much appreciated by not only the company but by all the residents and families in Wiltshire.

The Hills Group's priority will always be to keep our employees, customers and community safe whilst ensuring that we deliver products and services with minimal disruption, and comply with the latest Government advice on the pandemic. Our thoughts are very much with those of you who are, for whatever reason, in isolation and we fully appreciate that this is an extremely worrying time for everyone.

We appreciate the Government's huge financial support to help ensure the survival of as many businesses as possible and protect the livelihoods of their staff, contractors, customers and suppliers. Hills will continue to lobby the Government via the trade associations in an attempt to extend the date of eligibility for furlough to those who joined in March after the current furlough cut-off date of 29 February.

We continue to monitor the impact that this is having on our business, and our Group board is meeting regularly to ensure our resilient business continuity plan reflects the unfolding situation. Regular monitoring of employee absenteeism has enabled us to use resources flexibly to maintain service delivery. Each of our operational divisions have issued their own business continuity statements and these can be found on their websites:

www.hills-waste.co.uk

www.hills-quarry.co.uk

www.hills-homes.co.uk

If you have any queries please contact us, and in the meantime, take care and keep safe.

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