



G's Growers Ltd Modern Slavery Statement 2017/18

G's Growers Ltd is aware of modern slavery risks and acknowledges responsibility to the Modern Slavery Act 2015. We are committed to establishing action plans to reduce incidence of slavery and human trafficking within our own businesses and our supply chain.

G's Growers Ltd commits to respecting human rights, will avoid infringing on the human rights of others and will address any issues that are identified. This will include taking adequate measures for prevention, mitigation and, where appropriate, remediation of incidences of modern slavery found in our business and in our supply chain.

Structure of the Business

G's Growers Ltd is a farm produce co-operative which provides marketing and associated services to its members. It has 3 active subsidiaries which provide plant raising, harvesting, grading, packing and handling services to members.

Supply Chain

G's Growers Ltd is recognised as a Producer Organisation and sources exclusively from its grower members. The products sourced include wholehead and babyleaf salad, celery, radish, onions, salad onions, beetroot, mushrooms and Speciality Lettuce including Chinese Leaf. Grower members are based in the UK with sites in Norfolk, Suffolk, Cambridgeshire, Kent, West Sussex and the West Midlands.

1 G's Growers Ltd Operations - Outline of Risk and Strategy

The employees of G's Growers Ltd work within UK farm and food processing businesses in a variety of roles. The risks inherent in the industry are recognised, and as such it is appropriate to design processes both to protect potential victims amongst our employees and to equip those in leadership roles to play their part in monitoring for exploitation.

In 2017-18, the focus area for G's Growers Ltd in the UK was as follows;

Firstly, to risk-assess and where necessary improve recruitment / onboarding processes and so reduce the likelihood of third-parties to exploit by arranging unofficial and hidden recruitment channels.

Secondly, to increase the likelihood of detecting any situation of such exploitation via a programme of widespread training.

Thirdly, to ensure that should any case occur, there would be clear procedure and responsibility regarding the immediate and long term response – in order to protect both the victims and potential future criminal cases.

1.1 Prevention – Recruitment and Awareness

In 2017-18, we focused on developing our onboarding procedures to highlight whether a candidate is in a potential situation of exploitation. The New Starter form was redesigned to ensure fuller information regarding informal introductory channels is captured in all cases. In addition, induction materials relating to exploitation and modern slavery have been redesigned to be more engaging for their target audience.

1.2 Detection, Training and Monitoring:

In 2017-18, a training programme was put in place which focused on raising awareness among key employees. This training was delivered both in-house and via the GLAA Academy. The intention of this widespread training was to increase the reporting of potential indicators of exploitation to a central investigations team. In 2018/19, training for managers will be further adapted to cover the broader topic of 'responsible recruitment', and to extend awareness training to employees who frequently visit other businesses in the supply chain.

1.3 Policy and Process - Case Management and Victim Support

If a case of exploitation is uncovered or suspected, it is crucial to manage the situation effectively in order not to endanger the victim(s) or any future criminal case. For this reason, clear reporting avenues have been established to ensure that the crucial processes recommended by the GLAA regarding case preservation are maintained.

In 2017/18, internal guidelines and procedures relating to the prevention of modern slavery have been captured in an internal 'Handbook'. In 2018/19 these procedures will be captured more formally in company policy.

2 G's Growers Ltd - Supply Chain Due Diligence

The supply chain of G's Growers Ltd is comprised entirely of sourcing from its grower members. All grower members have signed formal Supplier Agreements which detail their commitment to the Ethical Trading Initiative Base Code and to exercise due diligence over any labour providers they may use. In addition, all suppliers have been risk assessed using Sedex (Supplier Ethical Data Exchange) and additional information, and are subject to Ethical Supplier Approval which includes the use of second and third-party audits to mitigate risk where necessary. In addition, the majority of the grower members have attended third-party training regarding exploitation and modern slavery, and have rolled out such training internally as appropriate according to the size of their operations.

This statement has been approved by the Board of G's Growers Ltd on 6th February 2019 and signed on its behalf by the Chairman, Rodney Baker-Bates. It will be reviewed annually.



R.P. Baker-Bates