



G's Growers Ltd Modern Slavery Statement 2019/20

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

The G's Growers Ltd group is a farm produce co-operative collectively marketing its member's produce and providing plant raising, harvesting and packing services to them. This Statement covers the activities of the following entities;

G's Growers Limited
G's Growers Nurseries Limited
G's Growers (Ramsey) Limited
Salads Harvesting Services Limited

Supply Chain

G's Growers Ltd is recognised as a Producer Organisation and sources product 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.

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

The employees of the group 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.

The ongoing focus areas for the group in the UK are 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 the conduct of potential future criminal cases.

1.1 Prevention – Recruitment and Awareness

Our onboarding procedures are designed to highlight whether a candidate is in a potential situation of exploitation. The New Starter form captures information regarding informal introductory channels and induction materials relating to exploitation and modern slavery are designed to be engaging to their target audience. Additional efforts were implemented this reporting year to maintain standards despite disruptions relating to the Coronavirus pandemic. In 2019-20, a risk assessment of the highest-risk recruitment channels in the group was conducted, and in 2020-21, the resulting action plans will be implemented.

1.2 Detection, Training and Monitoring:

A training programme is in place which focuses on raising awareness among key employees. This training is delivered both via the GLAA Academy and in-house on an ongoing basis. The intention of this widespread training is to increase the reporting of potential indicators of exploitation to a central investigations team. In 2019/20, training for managers was implemented to cover the broader topic of 'responsible recruitment'. In 2020/21, this training will be further rolled out.

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. Guidelines and procedures relating to the prevention of modern slavery are included in an internal 'Handbook' and company policy. In 2020/21 a procedure will be developed to further assist in the case of victim care.

2 G's Growers Ltd - Supply Chain Due Diligence

The supply chain of the group is comprised primarily 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 members 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, 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 5th November 2020 and signed on its behalf by the Chairman, Rodney Baker-Bates. It will be reviewed annually.

