



G's GROWERS Ltd

DELIVERING
our PROMISE

G's Growers Ltd Modern Slavery Statement 2024/25

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

G's Growers Ltd is committed to respecting human rights. We 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 whole head and babyleaf salad, celery, radish, onions, salad onions, beetroot, mushrooms and Speciality Lettuce including Chinese Leaf.

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.

- To risk-assess and, where necessary, improve recruitment and onboarding processes in order to reduce the likelihood of exploitation through third parties arranging unofficial and hidden recruitment channels.

- To increase the likelihood of detecting any situation of such exploitation via a programme of widespread training.
- 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 Training and Capacity Building

Modern Slavery training is in place, focusing on raising awareness of key risks and ensuring we are up to date with trends, recent cases and the ever-changing nature of modern slavery and exploitative practices. By consistently driving capacity building, we continually develop the right skills and knowledge to ensure that any indicators are detected as early as possible and reported efficiently and correctly. G's Growers Ltd members will complete bespoke internal training or approved external Modern Slavery & Responsible Recruitment training modules.

1.2 Detection - Intelligence Management

G's Growers businesses are committed to identifying any indicators of modern slavery and/or exploitation throughout their operations. Supported by modern slavery training & reporting training, we aim to ensure that any modern slavery or exploitation indicators are more recognisable to our colleagues and thus, will be reported immediately both internally and where appropriate, to the correct authorities. It is through reporting and investigating any such indicators, including those which might not turn out to be connected to a case of exploitation, that patterns can be established and our systems enhanced.

2.1 Case Management – Survivor Care

Practical guidance and support for employers, in particular people services, managers and HR professionals, is provided through our Survivor Care Standards for Business Handbook. This draws on extensive resources and advice relating to the care of victims and and summarises them in a way which is specifically aimed at managers and colleagues of survivors of trafficking.

The tool bridges a gap for capable and compassionate managers who are not experts in trafficking, slavery or aware of the complexities of working with extremely vulnerable people. It demonstrates how the advice offered by NGOs regarding victim care can be applied to an employment relationship.

The handbook covers the following topics:

- Understanding and navigating government support.
- Trauma-informed care.
- Designing a recovery plan.
- Sensitivity and empowerment in survivor care management.

3.1 Leadership - 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), which includes enhanced assessment capabilities via the new Self-Assessment Questionnaire (SAQ) and Radar reporting system. SAQs are reviewed and updated regularly with management controls assessment, aiming for continuous improvements, ensuring the identified high risks on site are addressed and actioned.

Second and third-party audits are utilised 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 06/11/2024 and signed on its behalf by the Chairman, Rodney Baker-Bates. It will be reviewed annually.


