



Anti-Slavery and Human Trafficking Statement

Introduction

The statement set out below covers the following entities in Gressingham Foods:-

Green Label Holdings Ltd
Green Label Foods Ltd
Green Label Poultry Ltd

About Gressingham

Gressingham was founded in 1971, introducing the Gressingham Duck in 1989. Since this time Gressingham has continually developed high quality duck products supplying major supermarkets and the food service sector in the UK. Our main activity is whole Ducks, primary duck portions, added value duck products and all year-round turkey portions. We also have a significant Christmas campaign producing Whole turkeys, turkey crowns & portions as well as being the leading UK supplier of free-range geese.

Gressingham is absolutely committed to preventing slavery and human trafficking in its corporate activities, ensuring that our supply chains are free from slavery and human trafficking, this statement covers the activities of all our entities to protect our permanent and temporary labour, as well as that of our supply chains. We have over 750 employees throughout the three companies with a current turnover of circa £155 million per annum.

Our Due Diligence Processes

Gressingham Foods are members of SEDEX (Supplier Ethical Data Exchange), whose vision is to drive organisations globally to improve the lives of the people they impact in global supply chains. Today, SEDEX membership currently stands at 33 million. Both our processing sites go through a semi-announced ethical audit, measured against the ETI base code. We are registered as an AB member of SEDEX, and as part of the conditions of supplying Gressingham, we ask that all our supply chain are also members of SEDEX and make their ethical data available to us. Any suppliers not linked to SEDEX are asked to complete an ethical questionnaire based on the ETI base code, as part of our due diligence processes.

High Risk:

Our main high risk identified within Gressingham continues to be temporary and seasonal labour. We continue to require many agency workers during the year, as well as the uplift in labour for our Christmas seasonal campaign which takes place during November and December. We continue to try and mitigate these risks by:-

- Direct recruiting whenever possible
- Undertake structured induction and training processes which includes discussing all company policies alongside discussion/video in the employee's own language on Stronger Together, which includes a translated questionnaire and information flyer.

- Undertaking ad-hoc confidential interviews with agency personnel.
- Carrying out robust audits and approval of all external agencies, which includes all Agency labour providers.
- To ensure that Service Level Agreements (SLA's) are in place with all external agencies.
- HR regularly discuss the prevention of human Trafficking with recognised bodies such as the GLAA, British Poultry Council, Food Network for Ethical Trade, Customers, and other Non-Governmental Organisations ('NGOs'). The sharing of information helps support our business through knowledge expansion. enabling us to be more pro-active in identifying our own business risks.

Responsibility

Responsibility for the organisation's anti-slavery initiatives are as follows:

Policies: Directors and Senior Management Team

Investigations & Due diligence: All heads of Department for HR, Production, Technical and Purchasing.

Training: Tackling Modern Slavery in UK businesses and Global supply chains (Stronger Together Courses) DVD training programme. Sainsbury's Ethical Trade Training. HR team members and members of the Senior Management team will be attending refresher training in identifying and dealing with modern slavery in the workplace (Delivered Annually, the pandemic suspended courses)

Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:-

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing policy
- Ethical Policy
- Equal Opportunities

Gressingham Supply Chains

The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship. Where we have serious concerns, we would terminate contracts immediately.

The organisation only uses reputable employment agencies to source labour, before using a new agency we will always verify their practices before accepting workers. All agencies we use all have staffed trained on Stronger Together and give Stronger Together information to their staff. We have SLAs in place for all agencies we use. We audit each of our agencies twice each year and receive notifications from the GLAA of instances where action has been taken as a result of the risk of slavery and human trafficking.

Staff Awareness-raising programme.

As well as training staff, the organisation has raised awareness of modern slavery issues by distributing flyers to staff, questionnaire's, putting up Stronger Together posters on notice boards across the organisation's premises. We carry out all staff inductions for permanent and temporary labour on site, ensuring clear messages are given to ensure they are aware of what modern slavery is, and how they can report this in a safe manner.

Gressingham will continue to work alongside its stakeholders, suppliers and staff to build on, and improve the processes we have within the business to ensure we are more efficient in meeting our shared goal of eradicating Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Anti Slavery and Human Trafficking Statement for the financial year ending February 2022

This statement was approved on 27th February 2022 by the organisation's Managing Director.

Director signature:



Director name: Chris Morley

Date: 27th February 2022