



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 & geese, being the leading UK supplier of free range turkeys and geese.

This statement covers the improvement in our activities of all our entities, to protect our permanent and temporary labour, as well as the labour in our supply chains. We have over 700 employees throughout the three companies with a current turnover of circa £170 million per annum.

Gressingham Foods



We employ over 700 permanent workers across the organisation

We use up to 70 temporary workers increasing to 500 during our seasonal Christmas campaign

We operate 1 food processing site, and oversee 96 farms in the UK including contract farms

We can use 92 suppliers across our supply chain

Areas of High Risk:

Recruitment (Permanent & Temporary)

The effects of Brexit and the rules of the EU Settlement Scheme can put individuals at risk of being exploited to stay in the UK. To help identify and protect these individuals, Gressingham continues to:-

Follow right to work guidance and legislation provided by governing bodies

Be aware of modern slavery cases, either nationally or locally to assess the risk
Carry out internal one to one and group discussions across all of our workers (irrespective of permanent or temporary), to raise awareness and ensure no individuals are at risk, and are aware of how they can report their concerns
Ensure our induction training, completed by all our workers, is the most up to date modern slavery training available to support our workers (and continues to be in all languages required)

Only use labour suppliers that can demonstrate they are actively committed to the eradication of modern slavery

Carry out thorough auditing of our labour supply on a 6 monthly basis to ensure their processes are robust and reflect what Gressingham requires of them and can also demonstrate continuous improvement in the recruitment and management of their workers

Carry out bi-annual ethical audits in line with latest \$META guidance, reporting our results via Sedex

Ensure all managers are Stronger Together trained, to help them in identifying any individuals at risk, as well as being aware of actions they can take if concerns are raised

Actively support the "Employer Pays Principle", as we believe that no employee should have to pay for the opportunity of a job, access to a particular role or shift
Raise awareness of modern slavery using Stronger Together publications, Company external whistle blower and customer whistle blowers across our sites

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 proactive in identifying and managing risk

Ensure our new and existing supply chain has robust practices and policies in place and actively encourage and support our supply chain when required

In addition over the last 12 months we have:-

Committed to additional assurance in our processes via the use of the RRT (Responsible Recruitment Toolkit) to better measure where we stand as a business, and demonstrate continuous improvement moving forward

Ensured all new managers are trained in identifying modern slavery risks and the process to follow if concerns identified

Recruited a Welfare Manager with mental health first aid training and stronger together training, to help identify and support workers at risk on the shop floor

Over the next 12 months we plan to:-

Further develop use of the RRT, using the measuring criteria to identify and act on areas for improvement

Review policies and procedures with a view to strengthening in line with the RRT and other governing bodies, to ensure that they are robust and fit for purpose and include the relevant standards, codes and declarations.

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
- Human Rights Policy

Gressingham Supply Chain

We have strict technical and traceability systems in place and our organisation is committed to ensuring that our suppliers adhere to the highest standards of ethics. We work with suppliers to ensure that they meet the standards of our supplier code of conduct and continue to 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. We ensure our new and existing supply chain has robust practices and policies in place and actively encourage and support our supply chain when required.

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, holding confidential one to one and group discussions. 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.

Our Due Diligence Processes

We remain 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, making full use of their tools to support our processes. Our processing site bi-annual semi-announced ethical audits, which measures us against the ETI base code and local labour laws, by an approved audit company. We are pleased to report that we had a clean audit in 2023, carried out during our Christmas campaign, when the number of required workers increases significantly. 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, and as part of our internal risk assessing, carrying out site visits where required (risk based assessment).

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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 2024

This statement was approved on 27th February 2024 by the organisation's Managing Director.

Director signature:



Director name: Chris Morley

Date: 1st April 2024