

Modern Slavery Act – Greenyard Frozen UK Limited Slavery and Human Trafficking Statement

Greenyard Frozen UK Limited is a food manufacturer that processes and packs frozen vegetables for retailers, food service and industry within the UK. Within the supply chain there are relationships with external businesses for the sourcing of local products at certain times of the year (seasonal produce) and periodic insourcing of products from outside the UK.

Greenyard Frozen UK Limited is committed to driving out acts of modern day slavery from within its own business and that from within its supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking. We are members of the Ethical Trading Initiative (ETI) and we are regularly audited by third parties who publish our results on the Supplier Ethical Data Exchange (SEDEX). This is a web-based database where suppliers post labour standards information and self-assessments in addition to all site audit reports.

Imported produce from sources from outside of the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored. As part of the Company's due diligence processes into slavery and human trafficking the supplier approval process incorporates a review of the controls undertaken by the suppliers. Suppliers are required to complete and sign a supplier Due Diligence Pack which includes an Ethical Section informing suppliers that they are required to adopt the ETI Base Code and that they are also required to register on SEDEX.

The HR team have attended "Stronger Together" training, a multi-stakeholder initiative which aims to reduce human trafficking, forced, bonded or indentured labour and any other hidden "third party" exploitation of workers. This information has also been disseminated throughout the relevant areas of the business and has also been introduced into our recruitment and audit processes. There are "Stronger Together" leaflets displayed within all our UK sites and they are issued to all staff and associates on induction; these leaflets contain external contact telephone numbers, and a confidential internal helpline number, for anyone who is being trafficked or think an individual may be being trafficked. The HR Team, are continuously refreshing their training on Modern Slavery and are working on projects to improve further throughout the business.

Greenyard Frozen UK Limited audit our UK labour supplier unannounced annually using detailed questionnaires, face to face worker interviews and in-depth checks to ensure any anomalies are identified. Questionnaires are continually reviewed and updated as more information becomes available to us.

The Company Directors and Senior Management shall take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation nor within its supply chains.

This policy statement will be reviewed annually and published.

SIGNED


Brendan Legrove, General Manager

DATE

11th October 2024