

Modern Slavery Statement

Introduction

Glinwell Plc comprises five companies specialising in the growing, packing and distribution of fresh produce, primarily on behalf of the high street multiples.

The Group comprises;-

Glinwell Plc

Glinwell Marketing Ltd

Hertfordshire Growers Ltd

Smallford Farm Shop *

Smallford Land**

**Smallford Farm Shop commenced trading in March 2019*

*** Smallford Land currently has no employees*

The Group is committed to zero-tolerance towards acts of modern slavery. This includes improving systems and processes designed to eradicate all forms of modern slavery from within our business and our supply chain.

Statement Purpose

We recognise modern slavery is estimated to affect approximately 29.8 million individuals worldwide including individuals brought to the U.K. from abroad, as well as vulnerable individuals already living in the U.K.

Action Taken

- **Employee Training** – In conjunction with the Gangmasters Licensing Authority, we have delivered comprehensive training to key personnel as to how to spot possible signs of acts of modern slavery.
- **Confidential Support** – We have ensured the telephone numbers for the Modern Slavery Helpline and the Salvation Army are prominently displayed within each of the Company's premises.
- **HR Policies and Procedures** - We have reviewed and updated a number of our HR Policies and Procedures associated with eliminating modern slavery. In particular we;-
 - 1) Ensure we adhere to U.K. Immigration, Asylum and Nationality checks in respect to Recruitment and Selection.
 - 2) Facilitate employees use of our detailed Whistleblowing Policy, in the event they have concerns about the Company's activities or wish to raise concerns about possible acts of modern slavery.
- **Ethical Trading** – We continue to welcome and cooperate with regular ethical audits from our key customers, which include unsupervised interviews with employees.

Looking Ahead

Training – We recognise changes in personnel creates a need to deliver additional training (including refresher training). As such in Quarter two we will deliver a further programme to key managers and supervisors aimed at recognising the possible signs of modern slavery.

Employee Welfare Committee – In Quarter three we will revise the composition of our Employee Welfare Committee and train representatives to recognise the possible signs of modern slavery.

Supply Chain – Our supply chain comprises both U.K. and overseas organisations and as such we recognise this represents the area of greatest risk with regard to possible occurrences of modern slavery. We will continue working with our independent auditors, to ensure scrutiny of possible modern slavery is an integral part of their ethical audit programme, to be undertaken during the next twelve months.

Responsibility

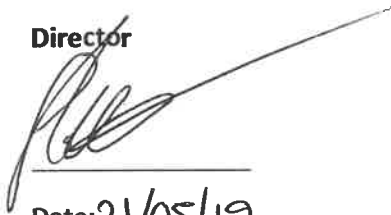
We, the Directors of Glinwell Plc are ultimately responsible for ensuring the steps taken to minimise the risks of human trafficking or slavery are appropriate.

The Head of Technical, Head of Operations and HR Manager are responsible for the ongoing development and implementation of the Company's anti-slavery initiatives.

We, the Directors, will review and update this statement as required on an annual basis.

Joe Colletti

Director



Date: 21/05/19

Sam Cannatella

Director



Date: 21/05/19