

Slavery and Human Trafficking Statement

This statement sets out the steps that Grainco Ltd., hereinafter referred to as ‘the Company’, has taken to ensure that slavery and human trafficking is not taking place in any part of our business or to the best of our knowledge any of our supply chains. The Company recognise that the issue of human trafficking is an important global issue but it is often difficult to detect; however, we will not tolerate any such activities. We believe that our strong relationships and good communication with our supply chain are critical to ensure any issues are detected and resolved.

Our Business

The Company head office is located at Tyne Dock in South Shields. It provides services and products including the marketing of combinable crops, seed and fertiliser. We also undertake haulage and storage of crops and the processing of seeds.

Ethical Standards

The risk of human trafficking and slavery within our business is mitigated by our membership of SEDEX (Supplier Ethical Data Exchange). SEDEX is an organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains. SEDEX supports and guides the company business, giving providing a global outlook on the supply chain. Should the situation arise the Company can use the SEDEX platform to report on trends across the supply chain where there may be the possibility of forced or bonded labour. Company policy takes note of the Ethical Trading Initiative (ETI) Base Code, promoting freedom of association and clearly defining that forced labour is unacceptable.

Our Supply Chains

The majority of our products are agricultural crops, seed and fertiliser which are predominantly purchased in the European Union. Products are sourced direct from farmers or quality assured merchants.

Risk Assessment

The company may undertake periodic risk assessments covering all areas of our business and supply chain to identify any slavery and human trafficking high-risk areas. The assessment can take into consideration the risk profile of the individual countries based on the Global Slavery Index, and the extent to which specific demographic groups or types of employees or contractors may be more vulnerable than others for cultural, economic or operational reasons. We also take into account any relevant information received from trading partners.

Monitoring and Compliance

As part of the Company’s due diligence process we will correspond with members of our supply chain to ensure our suppliers are aware of the Modern Slavery Act 2015. We require all suppliers to be committed to the rights and well-being of their employees and those within their own direct supply chain. We also our suppliers to ensure that appropriate steps are taken to ensure that everyone who works within their business or direct supply chain benefits from a working environment in which their fundamental rights and freedoms are respected. We also ensure that all our employees are legally entitled to work, registered to pay the appropriate tax and National Insurance contributions and that relevant legislation relating to health and safety, working time regulations, pension enrolment and minimum wage are followed.

Training

All employees will receive refresher training at regular intervals in relation to the company's Anti-Slavery policy.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Grainco Limited for the financial year ending 30 June 2018.

This statement will be reviewed on an annual basis.

Gary Bright
Managing Director

Date 10.12.18

Approved by the Board of Directors 10 December 2018