Anti-Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Grimme UK Ltd have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within their business or supply chain.

Modern slavery is a crime and a violation of fundamental human rights. All types of modern slavery have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Grimme UK Ltd are fully committed to acting ethically and with transparency and integrity in all of its business dealings and relationships to ensure modern slavery is not taking place in our business or in our supply chains.

Our Policies and Procedures

As part of our commitment to ensuring that there is no modern slavery or human trafficking in our supply chains, we have the following internal procedures to ensure that it is conducting business in an ethical and transparent manner:

Supply Chain

Generally our supply chain is quite streamlined as most of our products are sourced from our manufacturing parent company who act with the utmost integrity, professionalism and to high standards. We will not support or deal with any business we suspect may be involved in slavery or human trafficking.

Recruitment & Employment

During 2022 we recruited a dedicated full time HR Business Partner into our business to assist us with HR related matters and to ensure the below is carried out stringently.

We conduct robust checks on new employees including eligibility to work in the UK. We attempt to safeguard individuals from being forced to work against their will.

During 2022 checks have been made on staff passports and bank details to ensure eligibility to work in the UK and payments made to an individual and not a third party.

All recruitment and job finding fees to be paid by the business and under no circumstances by the applicant. When using third parties to source staff we would also check this is not their policy to charge applicants a job finding fee.

We comply with minimum and living wage legislation.

Grimme (UK) Ltd.
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Sort Code.: 40-42-07
Registered in England No.: 2846291
VAT Reg No.: GB610-6842-61
Directors: P.Graf Grote, D.Hall, J.Walters, B.White

Responsibility For The Policy

The management of Grimme UK Ltd has overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all our people comply with it. The policy applies to persons working for us on our behalf in any capacity, including employees, directors, officers, agency workers, seconded workers, apprentices, agents, contractors, external consultants, third-party representatives and business partners.

Any concerns regarding modern slavery should be reported to management. We encourage openness and will support anyone who raises a genuine concern in good faith, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith any knowledge or suspicion that modern slavery is taking place in any part of the business or its supply chain.

Approval of This Statement

This statement is approved by the Managing Director (Patrick Graf Grote) and Finance Director (Donna Hall) in relation to year ended 31st December 2022 and a signed copy is available upon request.

11-10-23

Donna Hall

11-10-23

Patrick Graf Grote

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