Anti-Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and outlines the steps that Grimme UK Ltd has taken, and continues to take, to ensure that modern slavery and human trafficking are not taking place within our business or supply chains.

Our Commitment

Modern slavery is a crime and a violation of fundamental human rights. It involves 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, transparently and with integrity in all our business dealings and relationships to ensure modern slavery is not occurring within our business or in our supply chains.

Our Policies and Procedures

Supply Chain

Generally our supply chain is relatively streamlined as most of our products are sourced from our manufacturing parent company based in Germany, which operates with the utmost integrity, professionalism and high standards. We do not support or engage with any business that we suspect may be involved in slavery or human trafficking.

Recruitment & Employment

In 2022 we recruited a dedicated full time HR Business Partner to assist with HR related matters and ensure stringent adherence to our policies. We conduct robust checks on new employees to confirm eligibility to work in the UK and safeguard individuals from being forced to work against their will.

Key Measures adopted in 2024 include:

Verification of staff passports and bank details to ensure eligibility to work in the UK and direct payment to individuals rather than 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 verify it is not their policy to charge applicants a job finding fee.

Compliance with minimum and living wage legislation.

Implementation of online training for all employees since 2023, educating them on recognising and reporting modern slavery. New employees also undergo this training.

Grimme (UK) Ltd.
Station Road · Swineshead
Boston · Lincolnshire · PE20 3PS
info@grimme.co.uk · www.grimme.co.uk

Retail +44 1205 821491
Phone +44 1205 822300
Fax +44 1205 821196

Grimme York
Kilnfield House · 45 Common Road
Dunnington · York · YO19 5PA

Phone +44 1904 481648
Fax +44 1904 481627

Grimme Shrewsbury
Cartmel Drive (off Ennerdale Road)
Harlescott Industrial Estate
Shrewsbury · Shrops. SY1 3TB

Phone +44 1743 443665

Grimme Fife
3 Faraday Road
Southfield Ind Est
Glenrothes · Fife · KY6 2RU

Phone +44 1592 631291
Fax +44 1592 630077

HSBC
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Registered in England No.: 2846291
VAT Reg No.: GB610-6842-61
Directors: P.Graf Grote, D.Hall, J.Walters, B.White

Monitoring and Performance Metrics:

We monitor the effectiveness of our policies and procedures through performance metrics, the number of staff trained in 2024 was 29.

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 personnel adhere to it. This 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.

We encourage openness and will support anyone who raises genuine concerns 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.

Future Commitments

We are committed to continuously improving our policies and procedures to prevent modern slavery and human trafficking and will aim to take further steps during 2025.

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 2024. A signed copy is available upon request.





Donna Hall — Patrick Graf Grote

21st July 2025 — 21st July 2025

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