

MODERN SLAVERY STATEMENT



A) ORGANISATION

This statement applies to Griffin & Brand (European) Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022/2023.

B) ORGANISATIONAL STRUCTURE

Griffin and Brand is a limited liability family run business with one site within the UK in Ashford Kent. Griffin and Brand is owned by the Chairman Antony Elliott with his son Mark Elliott as Managing Director. The Company's main operation is the global import of table grapes for supply to our UK customers. We source from South Africa, Namibia, Chile, India, Egypt, Spain, Italy, Greece, Brazil, and Peru. Harvesting of table grapes is seasonal work and some of the countries we source from have lower labour standards than that of the UK. Therefore Griffin & Brand accept that there is increased risk within our supply chain.

All labour supplied to Griffin and Brand directly is supplied in the UK

C) DEFINITIONS

Griffin & Brand considers that modern slavery encompasses:

- Forced Labour
- Bonded Labour
- Domestic Servitude
- Sex Trafficking
- Forced Marriage
- Child Labour

D) COMMITMENT

Griffin & Brand acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Griffin & Brand understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Griffin & Brand does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Griffin & Brand in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Griffin & Brand strictly adheres to at least the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom or the ETI Base code which ever affords the employee greater protection.

E) SUPPLY CHAINS

In order to fulfil its activities, Griffin & Brand's main supply chains include those related to the growing, harvesting and packing of fresh table grapes from South Africa, Namibia, Chile, India, Egypt, Spain, Italy, Greece, Brazil and Peru. We understand that the harvesting of table grapes is seasonal work which may involve the use of labour providers by our supply chain

F) POTENTIAL EXPOSURE

Griffin & Brand considers its main exposure to the risk of slavery and human trafficking to exist within its supply chain as this involves seasonal work in countries where either workers' rights or enforcement of those rights are not as rigorous as within the United Kingdom

In general, Griffin & Brand considers its exposure to slavery/human trafficking to be relatively limited due to the steps it has taken to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

Griffin & Brand carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Griffin & Brand has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Griffin & Brand has taken the following steps to ensure that modern slavery is not taking place:

- Temporary labour used is through a contracted GLAA Licensed labour provider
- Griffin & Brand audit our provider annually
- Key Staff have received stronger together training to help identify potential signs of modern slavery.
- Stronger together questionnaires are frequently given to staff members to help identify potential modern-day slavery
- Our supply base must either have had a SMETA or GRASP 3rd party ethical audit within the last 2 years
- Suppliers are risk assessed on the sedex platform with high risk suppliers required to have a 3rd party ethical audit, either SMETA or GRASP annually
- Suppliers are issued our code of practice which includes an ethical policy and must agree to adhere to it before they can supply

In our 2021/2022 statement we identified the below area needing improvement

- work with supplier sites that are identified as higher risk on Sedex and help them to improve the policies and procedures to reduce the risk to their site

we have gone further than this and now require all sites to have had a 3rd party ethical audit, this requirement changed during the 2023 calendar year. our global supply base consists of seasonal suppliers of which we are in the process of rolling this out. We expect this roll out to be completed within the 2023/2024 statement period and will report on our progress within this statement

We will report on the progress of the above in our 2022/2023 Statement

H) KEY PERFORMANCE INDICATORS

Griffin & Brand has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Griffin & Brand or its supply chains.

- Labour provider audits by Griffin & Brand
- Sedex self-assessment and 3rd party audits for Griffin & Brand's Site
- Supplier Sedex self-assessment and 3rd party ethical audits

I) POLICIES

Griffin and Brand has the following statements/policies, which further define its stance on modern slavery.

- Policy –Business Ethics
- Statement of ethical practice
- Policy on employment of young people in the UK
- Policy – Tackling Modern Slavery
- Salient human rights issues
- Freedom of association and collective bargaining
- Anti-Bribery and corruption

J) TRAINING

Griffin & Brand provides the following training to staff to effectively implement its stance on modern slavery

- Stronger together induction training for all staff members on how to spot signs of modern-day slavery
- Managerial policy training for all policies in relation to modern-day slavery.
- Stronger together workshop training for key members of staff

K) SLAVERY COMPLIANCE OFFICER

Griffin & Brand has two Slavery Compliance Officers, Michelle Jackson for UK Operations and James Taken for supply chain, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Griffin & Brand’s obligations in this regard.

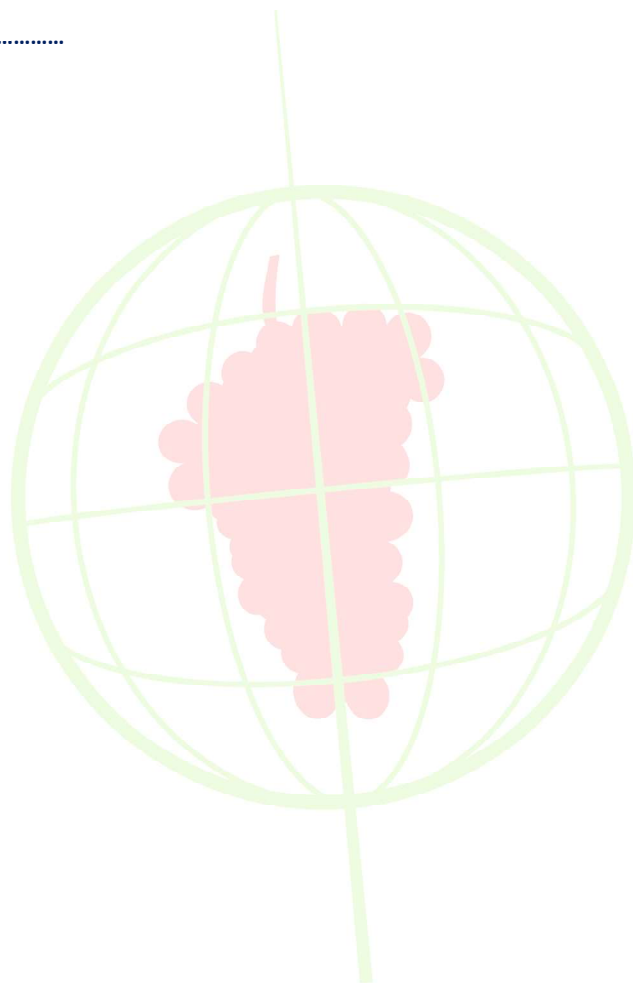
This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.



Signed.....

Managing Director

Date: 23/08/23



Griffin & Brand