



ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT PURSUANT TO THE MODERN SLAVERY ACT 2015

Our Business

Pro Cam Europe Limited (ProCam) is the holding company of Pro Cam UK Limited, which in turn wholly owns Pro Cam CP Limited. The ProCam group of companies supports crop production activities.

Our aim is to develop and deliver the best agronomy and crop protection service we can, underpinned by the highest standards of professional practice and focused on a genuine desire to make a real difference for our customers.

Our Policy on Slavery and Human Trafficking

ProCam is committed to developing and adopting a proactive approach to tackling hidden labour exploitation and human trafficking. This includes, but not limited to:-

- Slavery – a person is deprived of their freedom and forced to work
- Human/child trafficking – people are moved so that they can be exploited, often internationally
- Forced labour – people are forced, against their will, to work for little or no pay. Often there is the threat of violence to themselves or their families
- Debt bondage – victims work to pay off debts that they have not realistic chance of clearing

Slavery and human trafficking are terrible crimes and everyone has a responsibility to ensure that they do not continue. At ProCam we are taking steps to combat this practice and take every effort to conduct our business ethically and responsibly. As a company we are committed to paying at least the Living Wage and we regularly review our terms and conditions of employment to ensure we comply with all relevant legislation as a minimum.

Forced labour is any work or services which people are forced to do against their will under the threat of some form punishment. Almost all slavery practices, including trafficking in people and bonded labour, contain some element of forced labour.

We procure goods and services from many suppliers and we are committed to doing what we can to combat these crimes working with them. Many of our suppliers are large in scale where we have assessed a low-risk of non-compliance to The Modern Slavery Act 2015, however, we remain vigilant to all risks, particularly with new or smaller-scale suppliers.

This statement reflects our commitment to acting with integrity in all our business relationships and to implement and enforce systems and controls that seek to ensure slavery and human trafficking is not place anywhere in our supply chain. ProCam do not wish to work with, support or deal with any business, individual or organisation knowingly involved in these crimes in any part of its operations remotely or indirectly. In the event we suspect a breach of The Modern Slavery Act 2015, we would report those responsible immediately and cease any working relationship with them.

Our Process

To help mitigate any risk within our business and supply chains we will:-

- Ensure all employees are made aware of this statement by placing it on Sharepoint and providing it to all employees through the management structure.
- Expect our suppliers to adhere to all legislation relating to The Modern Slavery Act 2015 and we make clear what we expect in terms of business behaviour.

We will use our best endeavours:

- To ensure all those in our supply chain and labour providers adhere to the current legislation. We will carry out spot checks to audit these and ask for written evidence if needed.
- To request from new suppliers a declaration that they are not involved in modern slavery or human trafficking, and not been investigated or convicted of any offence relating to these crimes.
- To ensure that the Company Secretary monitors the terms and condition of employment of our employees and ensure that they are engaged and remunerated appropriately.

Training and Support

We will endeavour that there is an understanding of the risks of modern slavery and human trafficking throughout our business and our supply chains. Where appropriate we will provide support and training to our employees to be compliant in this area. This policy will be regularly discussed the Board and Management Meetings.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31st December 2023.

The Pro Cam Europe Limited Board of Directors approved this statement on the 25 March 2024.

David Parish

David Parish
Chairman

25 March 2024