



Anti-Slavery and Human Trafficking Statement

Introduction

Gressingham continues to make every effort to combat modern slavery and human trafficking, and this year's statement sets out the requirements of the UK Modern Slavery Act 2015 requiring businesses to state the actions they have taken during the financial year to help support the eradication of modern slavery.

The statement set out below covers the following entities in Gressingham Foods:-

Green Label Holdings Ltd
Green Label Foods Ltd
Green Label Poultry Ltd

This statement covers the improvement in our activities over the last 12 months across all our entities, including all our workers and supply chain. We have over 750 employees throughout the three companies with a current turnover of circa £199 million per annum.

Gressingham Foods



We employ over 770 permanent workers across the organisation

We use up to 100 temporary workers increasing to 500 during our seasonal Christmas campaign

We operate 1 food processing site, and oversee 120 farms in the UK including contract farms covering our turkey, duck, geese and 3 hatcheries).

We can use 92 suppliers across our supply chain (this includes packaging and ingredients)

Business Update:

Gressingham are up to date with their Sedex SAQ providing up to date ethical information concerning our business.

We are pleased to report that our bi-annual SMETA audit took place in November 2025, with no concerns being raised.

In December 2025 Gressingham formed a strategic partnership with LDC, after LDC purchased a majority stake in Green Label Holdings Ltd. Following the partnership a new Supervisory Board was formed, responsible for setting the future strategy and direction of the business, and an Operating Board, responsible for the day to day management, operation and administration of the business.

On-Going Actions:

- Be aware of changes in right to work check legislation provided by governing bodies
- Be aware of modern slavery cases, either nationally or locally to assess the risk
- Carry out internal one to one and group discussions across all of our workers (irrespective of permanent or temporary), to raise awareness and ensure no individuals are at risk, and are aware of how they can report their concerns (making strong use of our Welfare Manager)
- Ensure our induction training, completed by all our workers, is the most up to date modern slavery training available to support our workers (and continues to be in all languages required)
- Only use labour suppliers that can demonstrate they are actively committed to the eradication of modern slavery – with audits carried out every 6 months using the Complyer tool via the ALP, to highlight where improvements can be made
- Continue to carry out bi-annual ethical audits in line with latest SMETA guidance, reporting our results via Sedex
- Ensure all managers are Stronger Together trained, to help them in identifying any individuals at risk, as well as being aware of actions they can take if concerns are raised
- Actively support the “Employer Pays Principle”, as we believe that no employee should have to pay for the opportunity of a job, access to a particular role or shift
- Raise awareness of modern slavery using Stronger Together publications, Company external whistle blower and customer whistle blowers across our sites
- Regularly discuss the prevention of human Trafficking with recognised bodies such as the GLAA, British Poultry Council, Food Network for Ethical Trade, Customers, and other Non-Governmental Organisations (‘NGOs’). The sharing of information helps support our business through knowledge expansion. enabling us to be more pro-active in identifying and managing risk
- Ensure our new and existing supply chain has robust practices and policies in place and actively encourage and support our supply chain when required, and ensure all workers have access and know how to access our own internal reporting systems
- Ensured all new managers are trained in identifying modern slavery risks and the process to follow if concerns identified
- Developed contacts within the local police authority who are responsible for investigating potential modern slavery cases

In addition over the last 12 months we have:-

- Commenced a review of our policies and procedures to ensure they are up to date and in line with changing legislation

Over the next 12 months we plan to:-

- Continue our review of policies and procedures
- Reviewing Modern Slavery training, to ensure the right level of training is being from worker through to the management layers
- Reviewing investigation training to support managers in all areas of investigations, whether these are related to modern slavery, H&S, grievances etc

Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:-

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Ethical Policy
- Equal Opportunities
- Human Rights Policy

Gressingham Supply Chain

We have strict technical and traceability systems in place and our organisation is committed to ensuring that our suppliers adhere to the highest standards of ethics. We work with suppliers to ensure that they meet the standards of our supplier code of conduct and continue to improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship. Where we have serious concerns, we would terminate contracts immediately. We ensure our new and existing supply chain has robust practices and policies in place and actively encourage and support our supply chain when required.

The organisation only uses reputable employment agencies to source labour, before using a new agency we will always verify their practices before accepting workers. All agencies we use all have staffed trained on Stronger Together and give Stronger Together information to their staff. We have SLAs in place for all agencies we use. We audit each of our agencies twice each year and receive notifications from the GLAA of instances where action has been taken as a result of the risk of slavery and human trafficking.

Staff Awareness-raising programme

As well as training staff, the organisation continues to raise awareness of modern slavery issues by distributing flyers to staff, questionnaire's, putting up Stronger Together posters on notice boards across the organisation's premises, holding confidential one to one and group discussions. We carry out all staff inductions for permanent and temporary labour on

site, ensuring clear messages are given to ensure they are aware of what modern slavery is, and how they can report this in a safe manner using publications from relevant bodies such as Stronger Together.

We have also distributed guidance to all our staff to ensure they are aware that no one should have to pay for support in applications connected to their right to work, unless they decide to seek legal or relevant reputable support.

Our Due Diligence Processes

We remain members of SEDEX (Supplier Ethical Data Exchange), whose vision is to drive organisations globally to improve the lives of the people they impact in global supply chains, making full use of their tools to support our processes. Our processing site bi-annual semi-announced ethical audits, which measures us against the ETI base code and local labour laws, by an approved audit company. We are pleased to report that we had a clean audit in 2025, carried out during our Christmas campaign, when the number of required workers increases significantly. We are registered as an AB member of SEDEX, and as part of the conditions of supplying Gressingham, we ask that all our supply chain are also members of SEDEX and make their ethical data available to us. Any suppliers not linked to SEDEX are asked to complete an ethical questionnaire based on the ETI base code, as part of our due diligence processes, and as part of our internal risk assessing, carrying out site visits where required (risk based assessment).

Responsibility

Responsibility for the organisation's anti-slavery initiatives are as follows:

Policies: Directors and Senior Management Team

Investigations & Due diligence: All heads of Department for HR, Production, Technical and Purchasing.

Training: Tackling Modern Slavery in UK businesses and Global supply chains (Stronger Together Courses) DVD training programme. Sainsbury's Ethical Trade Training. HR team members and members of the Senior Management team will be attending refresher training in identifying and dealing with modern slavery in the workplace (Delivered Annually, the pandemic suspended courses)

Gressingham will continue to work alongside its stakeholders, suppliers and staff to build on, and improve the processes we have within the business to ensure we are more efficient in meeting our shared goal of eradicating Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Anti Slavery and Human Trafficking Statement for the financial year ending February 2026

This statement was approved on 3rd April 2025 by the organisation's Managing Director.

Director signature: 

Director name: Chris Morley

Date: 18th May 2026