

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

INTRODUCTION

East Riding Horticulture Ltd (ERH) is committed to the principles of the Modern Slavery Act 2015 and the abolition of human trafficking and modern slavery. ERH has a zero-tolerance approach to modern slavery, servitude, forced labour and human trafficking, all of which deprives a person's liberty by another in order to exploit them for personal or commercial gain. This is a criminal offence and a breach of human rights. We promote and practice ethical policies and procedures in all aspects of the business to ensure the protection of workers from any form of abuse or exploitation in our own business or in any of our supply chains. We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure commitments under the Modern Slavery Act 2015.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners. This policy does not form part of any employee's contract of employment, and we may amend it at any time.

PURPOSE OF THE POLICY

ERH has responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. All workers have a responsibility to read and understand this policy and conduct themselves in a manner which is compliant with this policy on a day-to-day basis. All workers are required to avoid any practices which may potentially breach this policy. ERH employs a non-discriminatory and positive working environment and do not knowingly enter business with any organisation found to be in favour of modern slavery, servitude or forced labour.

Management is responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains. Management is responsible for ensuring that all employees are aware of how to raise any concerns with their line manager initially, if it is inappropriate to report to immediate line manager then disclosures should be made to the senior management team.

We encourage comments on this policy and suggest improvements. Comments, suggestions and queries are encouraged and should be addressed to the Senior Management Team.

COMPLIANCE WITH THE POLICY

This policy applies to all workers including, employees, agency workers, volunteers, agency workers, contractors, third-party representatives and seconded workers (this list is not exhaustive). All workers must ensure that this policy is read, understood and complied with. The prevention, detection and reporting of modern slavery in any part of the business or supply chains is the responsibility of all those working for or under the control of ERH.

If any suspicious behaviour is observed or practices which are believed to breach this policy within ERH or with any business partners or supply chains, it must be reported to your line manager or senior management team immediately to be investigated thoroughly, in line with the Whistleblowing Policy.

We encourage transparency and support will be available and offered to any individual should concerns be raised, even if the concerns result in a mistake with no detrimental treatment given due to any reports. If there is uncertainty surrounding a particular act, the treatment of workers more generally, or their working conditions within the business and/or the supply chains constitutes any of the various forms of modern slavery, raise it with line managers or the senior management team.

If you believe that detrimental or unfair treatment has been a result of reporting a concern and the matter is not resolved then you should raise it formally using our Grievance Procedure, which can be found in the current employee handbook.

Communications on this policy, and updates will be provided using established methods of training and communication platforms. The zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

FAILURE TO COMPLY WITH THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

