

# Modern Slavery & Human Trafficking Statement

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## Our statement on the Modern Slavery Act

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 ('the Act') and sets out the steps that we, FGS Agri Limited, and our relevant subsidiaries take to ensure that slavery and human trafficking is not taking place in our supply chain or in any part of our business.

## Organisation structure and supply chains

FGS Agri and subsidiaries are led by a team of Directors, supported by senior and middle management staff, working across a variety of disciplines.

The Companies work within the agricultural and organic nutrient generations and application industry, delivering a range of specialised products and services to both private and public sector clients across the South East of England.

Within its supply chain there are relationships with external businesses for the provision of products and services. These, as well as the suppliers of services and equipment, make up the supply chains within FGS Agri and the wider subsidiary businesses.

## Policy on modern slavery

FGS Agri and subsidiaries are committed to driving out acts of modern-day slavery from within its own business structure and that within its supply chains. FGS Agri acknowledges its responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the Companies.

FGS Agri and subsidiaries are committed to maintaining the highest ethical standards and want to ensure that there is no modern slavery or human trafficking in any part of our business or supply chains. Therefore, we operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include:

1. Modern Slavery and Human Trafficking Policy which reflects our commitment to acting ethically and with integrity in all our business relationships and to enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

2. Recruitment policy. We operate a strong recruitment policy, including conducting right to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy that encourages employees to report any wrongdoing as soon as possible with the knowledge that their concerns will be taken seriously and confidentiality will be respected.
4. Code of conduct. This code explains the manner in which we behave as an organisation and how we expect employees to act.

### **Due Diligence Process**

FGS Agri and subsidiaries undertake due diligence when considering onboarding new suppliers and regularly reviews its existing suppliers. As part of its due diligence processes into slavery and human trafficking, the supplier approval process and subsequent audits will incorporate a review of the controls undertaken by the supplier. We have undertaken due diligence checks on suppliers in the form of ethical/compliance questionnaires and audits. These processes identify any potential risk areas in our supply chains and mitigate the risk of slavery and human trafficking.

### **Risk Assessment**

We have in place a risk management process that identifies, assesses, monitors and reports on the Company's compliance risks.

### **Measuring Effectiveness**

We will know the effectiveness of the steps that we are taking to ensure slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified.

### **Training for staff**

The Company Directors and senior management team have been assigned the responsibility for implementing this Policy and its objectives, and will provide adequate resources, training and investment to ensure that slavery and human trafficking is not taking place within the Company or within its supply chains.

All Managers within FGS Agri and subsidiaries are issued with a Managers' Guide to Modern Slavery.

All staff are required to sign their acceptance and understanding of this Policy.