

Statement on Modern Slavery

Policy Statement

Glenrath Farms has a zero tolerance approach to slavery and human trafficking. The company is committed to preventing slavery and human trafficking in all its activities and require that its suppliers have the same commitment.

As a responsible company, we always strive to do the right thing. To ensure this we have a number of robust practices and policies in place to help us meet these objectives.

We understand and are aware that slavery, forced labour and human trafficking (Modern Slavery) is a global and growing issue.

Our Business - Glenrath Farms

Glenrath Farms is the UKs largest egg farmer selling eggs to the UK retailers.

Glenrath Farms take pride in rearing day old chicks to the point of lay and then housing them on our own laying farms. Additionally we have 12 contract producers who supply Glenrath Farms with their produce. Glenrath Farms has recently diversified into liquid egg production which helps to utilise all the eggs that are produced.

Glenrath Farms plays a proactive role in prevention of modern slavery. Members of the Glenrath team have actively supported the "Stronger Together" initiative to help promote the best practice at Glenrath. At Glenrath Farms we aim to have a transparent supply chain.

We expect our contract producers to operate to the same ethical standards that we employ ourselves.

Glenrath Farms is an AB Member of Supplier Ethical Data Exchange (SEDEX) we have been building our SEDEX membership progressively across the company.

Policies in Relation to Slavery and Human Trafficking

Glenrath Farms will not tolerate forced labour including human trafficking or child labour in our supply chain. We have procedures in place to conduct in-depth checks prior to new employee's joining the Glenrath workforce.

Glenrath Farms will not knowingly use any individual or organisation to source and supply workers using forced labour or human trafficking for labour exploration. We will report any evidence or suspicion of cases of hidden third part labour exploration to the Gangmasters and Labour Abuse Authority (GLA) immediately. Failures by managers within the company or third party labour providers who act upon worker maltreatment will be regarded as misconduct which will be managed accordingly through the relevant disciplinary processes.

Whistleblowing Policy

The Company constantly strives to safeguard and act in the interest of the public and its employees. It is important to the Company that any fraud, misconduct or wrongdoing, by employees or other agents, is reported and properly addressed.

This policy included in our employee handbook applies to all employees and all other agents of the Company, who are encouraged to raise concerns in a responsible manner. The Company prefers that a concern is raised and dealt with properly, rather than kept quiet. Glenrath actively encourages all it employees to report any concerns that raise suspicion related to human trafficking, both inside our organisation and through the supply chain. Employees are made aware of our policies at their induction.

Recruitment Policy

Glenrath Farms will not use any individual or organisation to source and supply workers using practices of forced labour, human trafficking for labour exploitation, payment for work-finding services or any work-related exploitation such as forced use of accommodation. Glenrath will confirm through their own recruitment processes that workers are not subject to any of the above practices and will report any evidence or suspicion to the Gangmasters and Labour Abuse Authority (GLA) immediately. All employees receive an induction into the business where our policies, procedures and expectations are outlined.

Training

We have used training to upskill us on the implementation of relevant policies. Our key staff has attended various customer workshops on Modern Slavery and human rights usually delivered by an expert 3rd party consultancy. We have developed Ethical Trade training, which covers Modern Slavery, which is now being rolled out across the business starting on farms and all key employees will be trained or upskilled by the end of 2017/18.

Agency Workers

Glenrath Farms only use specified, reputable employment agencies to source labour. All agencies used for temporary labour are licenced by Gangmasters and Labour Abuse Authority (GLA). We actively check these and audit them on a regular basis.

Equal Opportunities and Diversity

The Company recognises the benefits of a diverse workforce and is committed to providing a working environment that is free from discrimination.

The Company will seek to promote the principles of equality and diversity in all its dealings with employees, workers, job applicants, clients, customers, suppliers, contractors, recruitment agencies and the public.

All employees and those who act on the Company's behalf are required to adhere to this policy included in our employee handbook when undertaking their duties or when representing the Company in any other guise. Employees are made aware of our policies at their induction.

This statement has been approved by Glenrath Farms Board of Directors and will be reviewed on an annual basis.



Sir John P Campbell OBE

Chairman

June 2017