

Modern Slavery Act – WINCHESTER GROWERS LTD SLAVERY AND HUMAN TRAFFICKING STATEMENT

Winchester Growers Ltd is a World leading grower and packer of daffodils and daffodil bulbs.

In compliance with the Modern Slavery Act 2015, Winchester Growers Ltd offers the following statement regarding its efforts to prevent slavery and human trafficking in its (or, our) supply chain.

Winchester Growers is committed to social and environmental responsibilities and has zero tolerance for slavery and human trafficking.

- **Working closely with and supporting the GLA and ALP**

A number of Winchester Growers colleagues have attended seminars provided by the GLA re Modern Slavery.

Our HR team have also attended the “Stronger Together” training, a multi-stakeholder initiative which aims to reduce human trafficking, forced, bonded or indentured labour and any other hidden “third party” exploitation of workers.

This information has been disseminated throughout the relevant areas of the business and has also been introduced into our recruitment and audit processes.

It is the policy of Winchester Growers to only form contracts with UK agency labour providers that are GLA registered.

- **Keeping up to date with current trends on the subject**

The Winchester Growers team will monitor current legislation in relation to Modern Slavery and ensure that we keep our colleagues and service providers abreast of any changes combined with delivering the appropriate retraining needs.

We will also ensure, where appropriate, that colleagues will attend seminars and workshops to ensure we are kept up to date with new developments and best practice.

- **Supply Chain Management**

We are members of the Ethical Trading Initiative (ETI) and we are regularly audited by third parties who publish our audit results on the Supplier Ethical Data Exchange (SEDEX). This is a web based database where suppliers post labour standards information and self-assessments in addition to all site audit reports.

Suppliers are required to complete and sign a supplier Due-Diligence Pack which includes an Ethical Section informing suppliers that they are required to adopt the ETI Base Code and that they are also required to register on SEDEX.

Where appropriate Suppliers will be audited by an independent body, certified to carry out Ethical audits, as part of the Due Diligence process.

- **Supporting the “Stronger Together” campaign**

Our UK Labour Suppliers have all attended the “Stronger Together” workshop and signed up to the Initiative.

The "Stronger Together" information pack and video forms part of the induction process for all Winchester Grower colleagues. To maintain consistency, it is also used by our Labour Suppliers as part of their induction process.

- **Educating our managers/representatives who visit suppliers world-wide on what to look for.**

Winchester Growers audit our UK Labour suppliers every 6 months using detailed questionnaires, face to face worker interviews and in-depth checks to ensure any anomalies are identified. Questionnaires used are continually reviewed and updated as more information becomes available to us.

A number of our Technical and Field Managers, Ethical Auditors / HR will be attending the "Certificate In Professional Development training with the GLA during 2016. Further and wider training will follow as and when identified.

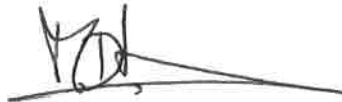
- **Risk Assessments**

The Company will be contacting those businesses in our Supply chain to make them aware of our position on this subject and our expectations of them in helping us deliver the correct standards and therefore compliance.

A risk assessment of the supply chain and supply chain mapping will also be undertaken to identify potential risks and areas to focus our efforts during 2016.



Alan Forrester
Managing Director Jt.



Michael Harpham
Managing Director Jt.

Date 11/4/2016

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