

Griffiths Family Farms Group statement on Modern Slavery

Introduction

This statement is in compliance with the Modern Slavery Act 2015. We are committed to eradicating modern slavery in business by taking the necessary steps to mitigate the risks of modern slavery in our own and our suppliers' operations.

This statement is for our financial year ending 31st March 2021 and includes all companies in the Griffiths Family Farms group, being Oaklands Farm Eggs Ltd, Griffiths Green Enterprises Ltd, Griffiths Family Foods Ltd and J. A. & O. Griffiths.

Our Business

Griffiths Family Farms are a major supplier of fresh farm eggs and egg products to retail and food service customers throughout the UK. The business is in family ownership and works closely with a network of egg producers operating enriched colony and cage free (barn, free range and organic) production systems all of which are based in the UK. We farm our own land to supplement feed for our livestock and burn waste to provide 'green' fertilizer products.

Our Supply chains

Our supply chain includes Livestock Feed suppliers, UK egg producers, packaging suppliers and agencies supplying labour.

We are committed to implementing and enforcing effective systems and controls to ensure modern slavery and trafficking are not taking place anywhere in our own business or supply chains.

Policies on Modern Slavery

- Griffiths Family Farms will not knowingly use any service/labour providers which use practices of human trafficking, forced labour or exploitation. We will report any suspicion or evidence of such practices to the GLA immediately. Failure to act on behalf of the company by its directors, managers will be deemed as gross misconduct resulting in disciplinary procedures/termination of association.
- Whistleblowing policy: available to all employees and on our website for any other party to use - the policy includes details of a confidential 3rd party whistleblowing hotline
- Agency workers: only reputable employment agencies are used. GLA checks are carried out prior to any new agency being contracted to the business.
- Audits: the company is registered with SEDEX and engage in 3rd party SMETA audits

- Responsible Sourcing Policy: our goal is to work with our suppliers to build effective & transparent supply chains, and we undertake due diligence when reviewing suppliers.
- The Company has registered with the Home Office 'Modern Slavery Contact Database' which provides guidance and information in relation to Modern Slavery and Modern Slavery Statement preparation.

Due Diligence and Risk Assessment Processes

In order to identify and mitigate risk, we intend to put systems in place to:

- Map our supply chain routes
- Actively engage with our suppliers to answer questions in relation to ethical trading
- Identify and monitor risks in our supply chain and grade our suppliers to manage the risks
- Identify risks in our own business and minimise them
- Encourage whistleblowers to bring their concerns forward

We aim to improve our training of staff to help them better understand their role in pinpointing potential situations where modern slavery and exploitation may exist and we embrace the actions of the Ethical Trading Initiative audits in helping prove our own workforce is free of exploitation.

Signed

Jonathan Griffiths
Director

March 2021

