

Statement by directors in performance of their statutory duties in accordance with s172(1) Companies Act 2006

The directors of the company, as those of all UK companies, must act in accordance with a set of general duties. These duties are detailed in section 172 of the UK Companies Act 2006, summarised as follows:

"A director of a company must act in the way they consider, in good faith, would be most likely to promote the success of the Group for the benefit of its shareholders as a whole and, in doing so have regard (amongst other matters) to:

- the likely consequences of any decisions in the long term;
- the interests of the company's employees;
- the need to foster the company's business relationships with suppliers, customers and others;
- the impact of the company's operations on the community and environment;
- the desirability of the company maintaining a reputation for high standards of business conduct; and
- the need to act fairly as between shareholders of the company"

The following paragraphs summarise how the directors fulfil their duties:

During the financial year to 30 September 2022, the Group continued to restructure its sales and marketing and supply chain functions. This is to ensure that the Group is in a better position to utilise its presence in the market whilst also leveraging our fully owned production nurseries in both UK and Portugal.

Closer alliances with our suppliers, combined with our systems and logistics agility and ability, enable us to serve a wide range of products to a wide range of customers, further enhancing our customer solutions.

Annual reviews are held with managers and employees, with individual employee development plans being put in place, to ensure that staff are progressing and delivering at the required performance levels.

Our diversification strategy with a resultant increase in sales in different market sectors illustrates customer acceptance of these initiatives, whilst the longevity of the relationships within the supplier base underpins the relationships that have been formed.

During the recent pandemic, when supply chains were disrupted, our excellent relationships with suppliers were tested and proven to be robust with continuity of supply and help with unsold product.

Improved sustainability is an important corporate objective and we are carrying out feasibility studies in the area of reducing our consumption of single use plastics.

The senior management team review our management system and policies to ensure they remain not only fit for purpose but more importantly are being utilised within the group to drive the behaviors across the group.