

Ball Colegrave
Modern Slavery and Human Trafficking Statement
June 2023

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2023 to 31 March 2024.

The statement sets down Ball Colegraves commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Ball Colegrave which are as follows:

We are a horticultural company providing young plants and seed to the UK.

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking:

Building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier.

High Risk Activities

We do not consider that we operate in a high-risk environment because the majority of the business operates in the UK and in low-risk industries.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: the HR Manager is responsible for creating and reviewing policies. The process by which policies are developed is looking at best practice and adapting to the needs of the company.
- 1.2 Risk assessments: the Health and Safety Manager is responsible for risk assessments in respect of human rights and are carried out when new suppliers are taken on board.
- 1.3 Due diligence: the HR Manager is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all relevant staff to complete regular updates on any changes to the modern slavery act as well as ensuring transparent supply chain relationships.

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers, and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier. In addition, invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains:

Ensuring all staff have regular updates on any changes to the modern slavery act and requiring all relevant staff to have completed training on the modern slavery act.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Managing Director endorses this policy statement and is fully committed to its implementation.

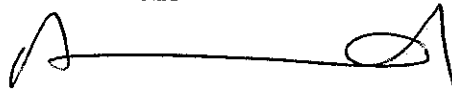
This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Sandy Shepherd

Position: Managing Director

Date: June 2023

Signature:

A handwritten signature in black ink, consisting of a stylized, cursive script that is difficult to decipher. It appears to be a single name or set of initials.