

## **Modern Slavery Statement**

### **5. Assessing and managing risk: Due diligence on modern slavery**

Greencell's vision is for workers to be fairly treated and rewarded in working conditions that are safe and secure with the freedom to develop and grow their careers. Greencell aim to achieve this by working in close collaboration with its own growing operations and long term partner growers; clearly communicating the ETI base code requirements in a targeted fashion in line with the company's short, medium and long term ethical objectives as described in Greencell's ethical strategy. Greencell's ethical strategy has been developed following a thorough risk assessment of its supply base using a number of criteria to include Maplecroft and SEDEX risk assessment scores to produce an overall ethical RAG rating which informs what actions need to be taken for the benefit of the employees whether temporary or permanent within the agricultural sector.

Greencell's ethical, technical and buying teams meet formally with each of our key suppliers at least annually, and in these meetings, we address their approach to slavery and human trafficking. The CSR Manager and the Technical Team will also visit the supplier's premises, which gives us the opportunity to observe "business ethical activities, working conditions and carry out worker interviews to ensure that our suppliers are not breaching the ETI Base Code or Modern Slavery Act.

Greencell has addressed the issue of Modern Slavery with our policies and procedures on forced labour, to ensure that our suppliers and own organisation are in compliance with the Modern Slavery Act. We conduct careful assessments of prospective new supply chain partners to ensure that they meet the obligations set out in the ETI Base Code, UN Guiding Principles on Human Rights and the Modern Slavery Act.

Greencell continues to address salient human right issues across the supply chains by closely supervising and monitoring the potential risk areas.

Greencell are involved in collaborative projects with the ETI (Ethical Trading Initiative) in areas where there is a prevalence of vulnerable workers.

#### **These projects are as follows:-**

- ETI Vulnerable Workers programme and production of the Vulnerable Workers toolkit.
- ETI Edible horticulture from Peru programme which addresses poor working conditions and improves the lives of vulnerable workers in Peru.
- ETI Gender Analysis Initiative which raises awareness of women's economic empowerment in global supply chains.

### **6. Training on modern slavery and trafficking**

Whilst all of Greencell employees receive awareness training in relation to Modern Slavery, employees who have a direct responsibility and involvement with the engagement of workers receive comprehensive training.

#### **In 2017 the following training will be carried out:**

- Modern Slavery Training for all key members of staff, this training will be delivered by the ETI (Ethical Trading Initiative).
- GLA in partnership with University of Derby Certificate in Professional Development: Investigating Modern Slavery.
- Stronger Together "Tackling Modern Slavery in UK Businesses" workshop.
- Sedex training and Sedex Risk Assessment training.

# Modern Slavery Statement

## **1. Introduction to Modern Slavery**

This is Greencell's second modern slavery statement following the introduction of the Modern Slavery Act 2015. Section 54 of the UK Modern Slavery Act (2015) requires commercial organisations operating in the UK with an annual turnover in excess of £36m to produce a 'slavery and human trafficking statement for each financial year of the organisation'. The statement refers to our financial year ending 31<sup>st</sup> December 2016.

## **2. Organisation's Structure and Business**

Greencell is part of Westfalia Fruit Group which in turn is part of Hans Merensky Holdings which is governed by the Hans Merensky Trust.

Greencell operates from three sites in the UK; Dartford, Spalding and Paddock Wood. The ripening, packing and supply of avocados to major high street retailers and the wholesale markets is the predominate business.

Westfalia Fruit is recognised as being one of the largest growers of avocados world-wide with the reputation for supplying superior, organic, Fairtrade & conventional quality fruit year round. Westfalia Fruit is a truly vertically integrated company operating oil and fruit processing plants producing avocado oils, guacamole and dried fruit. In addition to Greencell Westfalia Fruit also owns similar businesses in Europe; Comexa in France and Westfalia B.V. in Holland.

## **3. Supply Chain**

Greencell acknowledges responsibility to the Modern Slavery Act 2015 and is committed to ensuring transparency within our supply chains.

## **4. Our Policies**

Greencell is committed to ensuring that there is no modern slavery or human trafficking within our supply chains or in any part of our business. Greencell's modern slavery policies and procedures reflect our commitment to acting ethically in all of our business relationships. The policies and procedures are based on universally recognised standards such as the ETI Base Code, UN Guiding Principles on Human Rights and the Modern Slavery Act.

### **Relevant policies include:**

- Preventing Unseen Labour Exploitation Policy
- Policy On Forced Labour Within The Supply Chain
- Anti-Bribery & Corruption Policy
- Employment of Young Workers Policy
- Ethical Trading Policy

### **Relevant procedures include:**

- Modern Slavery Guidance/Procedure
- Supplier Approval Procedure
- Modern Slavery Training Procedure

## Modern Slavery Statement

### 7. Achievements

- 55, 1<sup>st</sup> & 2<sup>nd</sup> tier supplier sites ethically supported by Greencell.
- Communicated the ETI Base Code to 100% of Greencell 2<sup>nd</sup> tier suppliers.
- Supported a grower in Morocco with forming a worker committee. This benefited 213 workers.
- Designed and supplied a “Terms of Agreement between Supplier and Labour Provider” for those suppliers who use labour providers, in an effort to improve transparency and formally confirm that all parties are aware of their ethical obligations.
- Supported a supplier in Zimbabwe with “Supervisory training” benefiting 318 women workers.

This statement has been approved by Greencell’ s Managing Director and is made in accordance with Section 54(1) of the Modern Slavery Act 2015.

Managing Director: Graham Young

Signed:



Greencell Ltd:

Date:

01/09/17