



# Modern Slavery Statement

For the year ending  
31st December 2020

# Modern Slavery Statement

For the year ending 31st December 2020

## Agrovista UK Limited

The Modern Slavery Act 2015 requires any commercial organisation carrying on business in the UK with a total annual global turnover of £36m or more to produce a slavery and human trafficking statement for each financial year of the organisation.

Modern Slavery is a term which encompasses slavery, servitude and forced or compulsory labour. Human trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited.

This statement sets out the steps that Agrovista UK Limited has taken during the financial year 1st January 2020 – 31st December 2020 to ensure that modern slavery and human trafficking is not occurring in our organisation or in our supply chains.

## Organisational structure and activities

Agrovista UK Limited are a supplier of agronomy advice, seed, crop protection products and precision farming services within the agricultural industry. The Company (Agrovista UK Limited) supply the arable, amenity, fruit and horticulture sectors. The demand for our services is seasonal; extremely high in spring, low in summer, high in autumn and extremely low in winter. Much of our work is carried out in United Kingdom, although some minimal services are offered across Europe and Russia (approximately 1%).

The Company has a head office located in Nottingham and has 22 distribution outlets across the United Kingdom; 5 in Scotland, 5 in the north of England, 4 in central England, 5 in eastern England and 3 in the south of England. The Company employs over 400 people across England, Scotland and Wales.

## Supply chain structure and activities

The agricultural supply chain is complex and global in nature, spreading across over 15 countries. Products include;

- Agri-chemicals
- Nutrition, fertilisers, growing media
- Biological controls
- Seed and seed treatments
- Dressing and top marking
- Ground cover, fleece and polythenes
- Irrigation systems, weather stations and mapping

There can be several levels of supplier between the end products provided by manufacturers and the raw materials that make up the development of active ingredients and elements which are used in the manufacturing process.

## COVID -19

The global Covid-19 pandemic has had a minimal impact upon our business. As a business involved in the support of food production, we have continued with the majority of our business activities as normal. We have introduced Covid safe working procedures across our business teams. This has meant that we have been able to continue with our internal processes as detailed below.

### Assessing risk and due diligence

The Company (Agrovista UK Limited) encourages transparency in its supply chains and has introduced a series of measures to mitigate the risk of slavery and human trafficking within its supply chains.

The Agrovista Trade Compliance Group meets quarterly and has initially focused on strengthening our Modern Slavery compliance as well as agreeing policy.

During 2020 we undertook an initial review of new suppliers introduced to the business through an acquisition made late 2019 to ensure that they are compliant with our Modern Slavery policy.

A degree of overlap with existing suppliers was identified. A risk-based approach was applied in accordance with Company policy. Suppliers identified as higher risk have been identified and are being processed to understand their compliance with the Modern Slavery Act. Suppliers identified as lower risk will be processed throughout 2021.

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company continues to ensure that modern slavery is not taking place through the following processes;

- Request new supplies confirm their compliance with the Modern Slavery Act 2015
- Monitor new supplier authorisation process to identify any suppliers who are unwilling to confirm their compliance with the Modern Slavery Act 2015
- Reserved the right to terminate supplier contracts in the even that a supplier is involved in Modern Slavery
- Introduced monitoring of our \*risk-based approach to review potentially higher risk suppliers in addition to requesting compliance with our Code of Conduct
- Ensure that any new employees involved in the procurement process undergo training

*\*Highest risk of exposure are suppliers based in countries, or who use a second/third tier supplier who are based in countries, where protection of against breaches of human rights may be limited.*

## Policies

The Company has in place the following policies which reflect our commitment to ethical operating processes;

- Anti-corruption and Bribery Policy
- Dignity at Work Policy
- Equal Opportunities Policy
- Supplier Code of Conduct
- Whistleblowing Policy

In addition, the Company's approach and ethics are described internally as The Agrovista Way, which includes being the preferred partner for suppliers based on our values which include; honesty, integrity, innovation, respect and support.

## Key performance indicators

The Company measures its effectiveness in ensuring modern slavery is not taking place in the following ways;

- Commitment to our Supplier Code of Conduct by all suppliers
- Monitoring of any suppliers unable/unwilling to commit to our Supplier Code of Conduct
- Additional information obtained from suppliers who have been identified as high risk
- Number of employees trained in Modern Slavery processes

## Approval

This statement has been approved by the Board of Directors and is made pursuant to Part 6, Section 54 of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for the financial year ending 31st December 2020.

The Board of Directors approved this Statement at its board meeting on 16th June 2021.



**Name: Chris Clayton**  
**Position: Managing Director**  
Dated 16th June 2021