



Modern Slavery Statement

For The Year Ending
31 December 2019

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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 2019 – 31st December 2019 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 grown during 2019 and now has a head office located in Nottingham and has 21 distribution outlets across the United Kingdom; 5 in Scotland, in the north of England, 5 in central England, 4 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 incorporated social distancing measures where necessary and have many administration and support teams working from home. This has meant that we have been able to continue with our internal processes as detailed in the 'Our Steps' section below.

Our Steps

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 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 has taken the following steps to ensure that modern slavery is not taking place;

- Developed Company processes to ensure that any new suppliers confirm their compliance with the Modern Slavery Act 2015.
- Introduced monitoring of 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 event that a supplier is involved in Modern Slavery.
- Continued to categorise our suppliers into higher/medium/lower risk companies.
- Introduced monitoring of our *risk-based approach to review potentially higher risk suppliers in addition to requesting compliance with our Code of Conduct.
- Introduced a procedure to ensure that any new employees involved in the procurement process undergo training.
- Created a Modern Slavery compliance team which reports progress and proposals for future actions to the Leadership Team.

**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.*

Our next steps will be;

Continue our risk-based approach to the next tier of suppliers.

We are continuing to carry out further training across our workforce to educate more employees about Modern Slavery. We had increased the numbers of employees trained from 10% in 2018 to 17% in 2019, however an acquisition late in 2019 means that our overall employee numbers increased, resulting in a dip to the overall percentage trained, which now sits at 13%. We will continue to train and educate more employees.

During 2020 we will undertake a review of new suppliers introduced to the business through the 2019 acquisition to ensure that they are compliant with our Modern Slavery policy.

Policies

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

- Anti-corruption & 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 2019.

The Board of Directors approved this Statement at its board meeting on May 29th 2020

A handwritten signature in blue ink, appearing to read 'C. Clayton', with a horizontal line drawn through it.

Name: Chris Clayton
Position: Managing Director
Dated 29th May 2020