

Modern Slavery Act Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. This statement sets out the steps ICP Nurseries Limited takes to assess and address the risks of violations of anti-human trafficking and anti-modern slavery laws. We have a zero-tolerance approach to modern day slavery and human trafficking both within our business and in our supply chains.

Definition of Modern Slavery

Modern slavery is a serious crime. It encompasses slavery, servitude, and forced or compulsory labour and human trafficking. Victims of modern slavery can often face more than one type of abuse and slavery, for example, if they are sold to another trafficker and then forced into another form of exploitation. A person is trafficked if they are brought to (or moved around) a country by others who threaten, frighten, hurt and force them to do work or other things they don't want to do.

Responsibility

The Senior Management team has responsibility for overseeing the effective implementation of our anti-slavery and human trafficking policy and for the annual preparation of the anti-slavery and human trafficking statement. The CEO will report to the Board regarding any slavery and human trafficking issues. To date no issues have been raised.

Our Procedures

We have several interventions in place that contribute to ensuring modern slavery does not occur in our business or supply chains. These include:

- Ensuring all employees are recruited in line with our safer recruitment policy which ensures robust pre-employment checks on their right to work, verification of employment history, Enhanced DBS check and overseas police checks/certificates of good conduct.
- Policies which cover whistleblowing. Our Whistleblowing Policy supports our staff to confidentially report any genuine concerns relating to modern slavery, human trafficking or human rights violations and give assurances that these concerns will be dealt with appropriately.
- A confidential Listening Line that all employees have access to – this enables a confidential conversation can take place with Senior Management.
- Well-being initiatives to support our employees physical and mental well-being.

On-line Training

- In 2019 we have introduced mandatory training for all managers to increase their awareness of modern-day slavery.

Supply Chain

- We are committed to improving our practices to enable us to identify and eradicate any modern slavery or human trafficking within our supply chains.
- Our procurement practices include modern slavery risk assessments for each of our supply chain categories.
- Our procurement department receives training on modern slavery and conducts due diligence on our suppliers prior to their on-boarding.

Tracey Storey
CEO
ICP Nurseries Limited

Date Issued	Review Date
1 st July 2019	1 st July 2020