



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT OF GREENFIELDS IRELAND HOLDINGS LIMITED

ENTITIES COVERED BY THIS STATEMENT

This statement covers Greenfields Ireland Holdings Limited and its 100% subsidiary company, Greenfields Ireland Limited, both Northern Ireland registered companies. Greenfields Ireland Holdings Limited is the holding company of Greenfields Ireland Limited, a trading company further described below. Both companies are hereafter collectively referred to as Greenfields Ireland.

INTRODUCTION

Modern slavery is a crime and is a violation of fundamental human rights. It can take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain.

Greenfields Ireland is opposed to slavery and human trafficking in any part of our activities or our supply chains. Greenfields Ireland is therefore committed to ensuring that we have adequate policies and procedures in place to identify and prevent these practices.

OUR BUSINESS

Greenfields Ireland is an international dairy trading company operating from sites within the United Kingdom and UAE, supplying dairy ingredients, specialist milk products and finished dairy products to customers throughout Europe, the Middle East, Central and South America, Far East and Africa. We have over 30 employees and our head office is in Belfast, Northern Ireland. In our workplace we place high value on each and every one of our employees. We offer a working environment where there are equal opportunities, fairness, inclusiveness, mutual respect and diversity. Company turnover for the financial year 2019 was £202 million.

SUPPLY CHAIN

The majority of our purchases are made from the UK, the EU and Australasia. We therefore source very little from countries where modern slavery is prevalent. However, we recognise and understand the complexities associated with an international supply chain network and are committed to working with our suppliers, customers, regulatory authorities and other parties to support the development of long term solutions to modern slavery and human trafficking. As a member of SEDEX (Supplier Ethical Data Exchange) we use regional and sector level profiles available within this platform to determine inherent levels of risk and engage further with those suppliers where there is a greater likelihood of noncompliance.



POLICIES

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing systems and controls to minimise the risk of slavery and human trafficking taking place in our supply chain.

Our whistleblowing policy provides a mechanism for any employee who may wish to raise modern slavery/human trafficking as an issue.

TRAINING AND COMMUNICATION

Policy documents are made available to all employees on induction and employees are provided with updated policies and advice when available.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2019. It will be reviewed annually and updated if necessary.

This statement was approved by the board of directors of Greenfields Ireland Holdings Limited on 10th June 2020 and the board of directors of Greenfields Ireland Limited on 10th June 2020. It is signed by Brendan Gribben, the managing director of both companies.

A handwritten signature in black ink, appearing to read 'B. Gribben', written in a cursive style.

Brendan Gribben

Managing director of Greenfields Ireland Holdings Limited and Greenfields Ireland Limited
10th June 2020