

# Bennamann Modern Slavery Statement 2023

## Contents

1 Statement.....	1
2 Our Business.....	1
3 High risk areas .....	2
4 Our policies.....	2
5 Our Suppliers.....	2
6 Training.....	3
7 Statement Approval .....	3

## 1 Statement

This statement is made in relation to the [Modern Slavery Act 2015](#) and sets out our approach to ensure that Modern Slavery is not taking place within our business or supply chain.

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, including 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.

We set high standards of impartiality, integrity, transparency, and objectivity. We will ensure that our activities and those of our suppliers and contractors operate to the highest level of ethical standards operating under sound governance arrangements.

We call upon all organisations we engage with to influence their global supply chains by improving transparency, accountability, and training so that together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking.

## 2 Our Business

Bennamann is an innovative, agri-tech’ SME, currently in a stage of growth, employing just over 40 people in the UK, mainly in the SW of England. We pride ourselves on our organisational values, which run through everything that we do and how we work and communicate with each other and our partners, suppliers and sub-contractors:

- Safe, Reliable and dependable
- Protecting the environment and with a zero-carbon footprint
- Value our customers and our colleagues

- Profit with integrity
- Innovative, passionate with a can-do attitude

### 3 High risk areas

Our main area of risk is due to the innovative nature of our work and manufacturing. Therefore, on occasion, the speed with which we need to purchase certain items and the uniqueness of certain materials gives us concern when we purchase from the internet.

We are building a trusted list of preferred suppliers, all of who are subject to signing agreement of our purchasing policy which references our Modern Slavery and Labour Standards Policies.

We aim to:

- have a clear understanding of the supply chain risks across our business
- affirm compliance requirements with the Modern Slavery Act in our tender and procurement documentation
- review existing compliance conditions in existing contracts and agreements, including termination clauses We will:
- be vigilant when assessing areas of potential risk within our supply chain and that of our suppliers or customers
- act promptly where a compliance breach has been identified or flagged
- provide training and awareness both internally and externally and help in the identification of new areas of risk arising from our wider business activities.

### 4 Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner, and these include:

- Recruitment & Selection Policy; this references equal opportunities and also how we conduct eligibility to work in the UK checks for all employees.
- Labour Standards & Human Rights; this confirms our commitment to diversity, equal opportunity, H&S and objective consultation
- Redundancy Policy; this outlines our commitment to a full, fair and legally compliant process in the event of the need to consider redundancies
- Whistleblowing Policy; employees are made aware that they can raise concerns about treatment of colleagues, other stakeholders, practices without business or supply chain without fear of reprisals
- Purchasing Policy; this confirms that our relationships with suppliers are based on legal, ethical and auditable activities that are all compliant with our Modern Slavery statement and Policy

### 5 Our Suppliers

As referenced above, we are building our relationships with preferred suppliers and while doing this, we expect all our suppliers and other companies we engage with to ensure their goods, materials, and labour-related supply chains are:

- Fully compliant with the Modern Slavery Act 2015
- Transparent, accountable, and auditable
- Free from ethical ambiguities
- Providing Modern slavery training both internally to staff and externally to their contractors and sub-contractors

We would terminate a contract at any time should any instances of modern slavery come to light.

## 6 Training

All employees read and sign their understanding of our key policies, including modern slavery and labour standards, on joining us. Modern Slavery training is also a compulsory module in our online induction programme. We continue to review and build our training material to ensure that awareness is high and that everyone understands what to do if they suspect any level of modern slavery within our business or supply chain.

## 7 Statement Approval

This group statement of Bennamann has been published in accordance with the Modern Slavery Act 2015 (the Act) and has been approved by the Board of Directors on 20<sup>th</sup> February 2023 and signed on its behalf by:



**Matt Hague CEO**