



## **Modern slavery statement for financial year 2016/17**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that English Hops Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. English Hops Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

We are a Hop Grower Co-Operative based in Hop Pocket Lane, Paddock Wood, Kent, TN12 6DQ. Our Growers grow and harvest and processing is done by a third party.

### **Our high risk areas**

It is the responsibility of each individual grower to comply with the relevant policies listed below.

### **Our policies**

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

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Our suppliers

English Hops Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

for example:

1. They have taken steps to identify and if necessary, eradicate modern slavery within their businesses.
2. They hold their own suppliers to account over modern slavery.
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate).

We may terminate the contract at any time should any instances of modern slavery come to light.

Our performance indicators

- Our first indicator is that no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Our second indicator is that if any such claims are received, they are immediately investigated, the results are reported to the Board of Directors, and that no claim is found to have substance.

Approval for this statement

This statement was approved by the Board of Directors on *October 3rd 2017*

Name (Director)

Signature

Date

*J Pudge*  
*03/10/17*

*John Perry Farmer Pudge*  
*Company Secretary.*



## **EHL POLICIES**

### **1. Standard of Conduct**

- EHL conducts its operations with honesty, integrity and openness, and with respect for the human rights and interests of its employees
- EHL obeys the laws and regulations of the countries in which it operates
- EHL recruits and employs employees solely on the basis of the qualifications and abilities needed for the work to be performed
- EHL is committed to providing safe and healthy working conditions and will not use any form of forced, compulsory or child labour.
- EHL is committed to providing products to its customers that offer value in terms of price and quality, and which are safe for their intended use.
- EHL is committed to establishing mutually beneficial relations with its suppliers, customers and business partners. In its business dealings, it expects its partners to adhere to business principles consistent with its own.
- EHL will co-operate with governments and other organisations, both directly and through bodies such as trade associations, in the development of proposed legislation and other regulations which may affect legitimate business interests.
- EHL neither supports political parties nor contributes to the funds of groups whose activities are designed to promote party interests.
- EHL will work in partnership with others to promote environmental care, increase understanding of environmental issues, and disseminate good practice.
- EHL will conduct its operations in accordance with the principles of fair competition and all applicable regulations.
- EHL does not give or receive, either directly or indirectly, bribes or other improper advantages for business or financial gain. Any demand for, or offer of, a bribe must be rejected immediately and reported to the Board.
- EHL employees, or consultants employed by EHL, must not seek gain for themselves or others through misuse of their positions

### **2. Whistle Blowing Policy**

- At any time, employees, officers, or directors, may raise concerns to the Chairman and/or Secretary about how colleagues are being treated, or about practices within EHL's business or supply chain, that give them cause for concern for whatever reason.
- Employees may raise their concern without fear of reprisal in any form.
- Any concern raised will be investigated within four weeks of the receipt of the complaint.

### **3. Recruitment Policy**

- EHL recruits and employs employees solely on the basis of the qualifications and abilities needed for the work to be performed.
- No preference will be given to any candidate for a job for any other reason.
- Where appropriate, the eligibility of potential employees to work in the UK will be checked, as will be the possibility of them being the victim of human trafficking, or being forced to work against their will.