

Modern Slavery and Human Trafficking Statement

The Openfield Partnership: More than just grain.

This statement is made to comply with Section 54 of the Modern Slavery Act 2015 and sets out our processes the company has taken to ensure that we have a zero-tolerance policy regarding slavery and human trafficking within our company.

Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes 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.

We have a zero-tolerance approach to modern slavery, and we are committed to preventing modern slavery or human trafficking in any part of our own business and make our commercial partners in our supply chain aware of our policy and expect them to follow the same robust approach. We always act ethically and with integrity in all our business dealings and relationships and implement and enforce effective systems and controls to combat modern slavery and human trafficking in our own business and as far as reasonably practical within our wider supply chains.

Our ICARE Values and Behaviours are integrated into our working lives and all colleagues are expected to role model this in everything they do:-

Integrity:

We act with integrity and always treat our members, customers, and colleagues with respect. We do what is right, not just what is easy.

Challenging:

We are passionate about what we do and work together to improve things, which sometimes means challenging each other in an appropriate manner.

Accountable:

We use our initiative, do what we say we will do and take responsibility for our actions.

Responsive:

We are service driven and build relationships based on trust. We work proactively together to deliver quality and excellence in all we do.

Engaged:

We are enthusiastic about our work and understand the value of our contribution. We always think and behave in a positive way.

Company Structure

Openfield Group Ltd is a British, farmer-owned grain market and arable inputs co-operative formed in 2008. We are a key supplier to some of the biggest and most well-known British food and drink brands in the country. We have regional offices covering all the UK's main grain production areas and our head office is based near Grantham in Lincolnshire. As of 30th June 2024, we employed 205 permanent colleagues. This number increases during the summer months by around 40 temporary colleagues to assist with our business operations during the busy harvest period. Openfield runs its own transport fleet of HGV vehicles and operates 2 grain storage facilities.

Supply Chain

Our direct supply chain is made up of British farmers and we consider our suppliers to be 'low risk' regarding breaches of the Modern Slavery Act.

We believe all our suppliers have a moral duty and it is primarily their responsibility to implement suitable policies and procedures within their businesses to prevent any forms of modern slavery and human trafficking. We recognise that as

a supplier and customer we have a responsibility to ensure we communicate our expectations and have incorporated these into our contractual Terms and Conditions of purchase and supply.

Our Policies, Procedures and Due Diligence

We operate a number of internal policies and procedures to support our due diligence and zero-tolerance approach to modern slavery, these include: -

- Modern Slavery and Human Trafficking policy – provides guidance for our colleagues and we ensure our colleagues have read and signed off this policy.
- Whistleblowing policy – this ensures all our colleagues know how they can raise concerns about our business practices without reprisals.
- Business Ethics policy – this sets out how we wish our business affairs to be conducted and is linked to our Values and Behaviours, as set out in the top of this statement.
- Our trading activities are largely limited to companies that are regularly audited to recognised trade assurance scheme standards, mitigating the potential risk in our supply chain.
- Pre Employment checks – includes checks on eligibility to work in the UK are conducted on all new colleagues, including but not limited to checking an original passport and other qualifying documentation.
- Annual auditing of temporary labour providers.
- We are Supplier (B Members) of SEDEX and successfully completed a SMETA (Sedex members Ethical Trade Audit) in March 2022

Training and Key Performance Indicators

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide the following training:

- At Induction all new colleagues receive a presentation on the Whistleblowing process and Modern Slavery, what it means and how to report any suspicious activities.
- All new colleagues are asked to read and sign off of our Modern Slavery and Human Trafficking policy.
- Communications through our internal publications and meetings to our current colleagues reminding them of their obligations under our policies and procedures.
- Trading partners are made aware of our approach to Modern Slavery through our website and trading terms.

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 30 June 2024.



J Dallas
Chief Executive Officer

Date: 2nd December 2024