

Human Rights and Modern Slavery Statement

This statement sets out the steps HG&Co Limited has taken to mitigate the risk of modern slavery and human trafficking occurring within any part of our business and supply chain.

We acknowledge our responsibilities under the Modern Slavery Act 2015. We are committed to improving practices to combat slavery and human trafficking and continue to assess our business and supply chain to identify risks with the aim of ensuring there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

HG&Co is an independent family-owned business based in UK. We employ both permanent and agency workers. We produce, pack and transport products to customers in the UK and around the world. We have over 35 years of experience of exporting. Within our supply chain, there are strong, well-established relationships with external businesses for the sourcing of raw materials, both nationally and internationally. As a family business, our values of Opportunity, Ownership, Boldness and Decency are at the very foundation of our way of working. We are B Corp Certified since December 2023 and EcoVadis accredited in March 2024 meaning we meet the highest standards of social and environmental performance.

We are committed to acting ethically and with integrity, in all our business dealings and relationships, to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We ask all our suppliers to accept our Ethical Trade Policy and work in accordance with the standards set out in this. We will protect any individual who comes forward to report any suspicions they may have, of slavery and human trafficking, in any part of our business or from within its supply chains. We will not support or deal with any business knowingly involved in slavery or human trafficking.

We are a member of Sedex and our standards are in accordance with the Ethical Trading Initiative Base Code. All our employees have a contract which sets out their working conditions, expected hours of work and salary. Our Company Handbook outlines our policies, procedures, rights and benefits and all HR processes and policies comply with UK employment law. There is a clearly set out ethical policy, diversity, equality and inclusion policy, whistleblowing procedure and anti-bribery and corruption policy. HG&Co are also part of nGaje which empowers workers to voice how they feel about their place of work. This approach of ethical due diligence allows a third party to hear directly from those who work here.

We understand that a high-risk area is sourcing raw materials either directly or through a third party from outside the UK and EU. To ensure consistency across the business, we have a new supplier approval process which incorporates compliance of the Modern Slavery Act. All our suppliers have been contacted to confirm in writing that the correct systems are in place. Managers have been trained in our process and policies accordingly.

HG&Co Ltd.
Eastways Park, Witham,
Essex, CM8 3YE, United Kingdom

T: +44 (0) 1376 517517
E: info@hgcompany.co.uk

VAT Number: GB 512 3751 75 Company Number: 1784071 (Registered in England and Wales)

Ref N°: CP010b
Old Ref N°: N/A

Written by: MH
Approved by: MH

Issue: 2

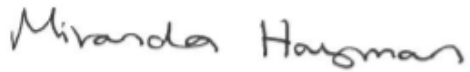
Issue date: 08/12/2023
Review date: 12/04/2024

Page | 1 of 2
Review due date: 30/04/2025



Our Human Rights and Modern Slavery (including human trafficking) Statement is regularly reviewed and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.

We, the Board of Directors of the Company approve this policy statement made pursuant to section 54 (1) of the Modern Slavery Act 2015 for the financial year 2023/24. This statement will be reviewed annually.



Miranda Hayman, Director

April 2024