



Modern Slavery Policy

Linwood Crops Ltd. take modern slavery very seriously and are proud of the way we demonstrate our commitment to this through aligning our processes and peoples' behaviours to the commitments below.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, staff, agency workers, contractors and suppliers.

Linwood Crops Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organization or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Commitments

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organization and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organization or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.
- Consistent with our risk-based approach we require:
 - employment and recruitment agencies and other third parties supplying workers to our organization to confirm their compliance with our Code of Conduct. (We only use labour agencies that are approved by the Gang-masters Licensing Authority (GLA) and we also audit our labour supplier agencies).
 - Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Code.

- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.
- If we find that other individuals or organizations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships

Our People

The employees of LCL are key to our business.

We are committed to improving and developing all members of our team, as well as creating an engaging workplace culture that is fair, safe and recognizes hard work and success.

A handwritten signature in black ink, appearing to read 'Chris Marshall', with a horizontal line underneath.

Chris Marshall
Managing Director

Date: 28.02.20