

## Grippple Ltd: Modern Slavery & Human Trafficking Statement

This statement sets out the steps that Grippple Ltd (“Grippple”) has taken to prevent modern slavery and human trafficking occurring within any part of its businesses or supply chain during the financial year ending 31 December 2017, and intends to take in the coming year, and is made pursuant to the Modern Slavery Act 2015.

### OUR STRUCTURE, BUSINESS AND SUPPLY CHAINS

Established in 1989, Grippple Ltd is the market leader of wire joiners/tensioners and wire-rope hanger systems, designed to suit a whole range of applications across the agricultural and construction markets. Our patented products are designed and manufactured across three sites in Sheffield, UK, and we have further manufacturing, warehousing and office facilities in France, USA and India.

Grippple is 100% employee owned and currently employs over 600 people worldwide. Grippple operates in over 90 countries and has a global turnover of £66.4m (year ending 31<sup>st</sup> December 2017).

Grippple strives to manufacture components in-house wherever possible. Indeed, our largest component supplier is now part of the GLIDE group of companies. Where this is not possible, we aim to source locally first, nationally second and finally, internationally. The current, approximate, split of where our components are sourced is as follows: 75% UK (of which approximately 50% is manufactured in-house), 20% Europe and 5% Rest of World.

We are committed to further improving our practices to combat slavery and human trafficking.

### OUR ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of the business. It is our intention to put into place an anti-slavery and human trafficking policy and/or code of conduct, to be approved by the Board, which will reflect our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### DUE DILIGENCE PROCESSES FOR SLAVERY & HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we intend to:

- conduct risk assessments to identify which parts of our business are at risk from modern slavery
- ensure that all our suppliers read and understand the anti-slavery and human trafficking policy and/or code of conduct
- survey our suppliers to see what they are doing to limit their own risk, i.e. have they got their own policy/statement in place?
- screen potential suppliers at the tender stage
- include detail in any contracts with suppliers to ensure suppliers adhere to our policy

### TRAINING & AWARENESS OF OUR EMPLOYEES

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Grippple intends to provide training to all our employees as appropriate. A copy of the policy will be made available on our website. To further raise awareness of the policy internally, the policy will be published on our internal intranet portal. In addition, new employees will be introduced to the policy as part of their induction process. We will also require our suppliers to do the same with their own employees and supply chains.



Ed Stubbs  
Managing Director