

H.L. HUTCHINSON LIMITED

Slavery and Human Trafficking

This statement is made accordance with the Modern Slavery Act 2015 and sets out the steps that the Company is taking to ensure that modern slavery and human trafficking does not occur both within the business and the external supply chain.

1. Organisational Structure and Supply Chain

The Company primarily provides, within the United Kingdom, independent agronomic advice to farmers and growers with the efficient supply of a complete range of agronomic inputs operating from a number of depots, covering most of the arable areas in England and Scotland. The supply chain sources both domestic UK and ex UK supply. The majority of product is sourced from EU based multinational companies.

The business is made up of a number of trading divisions. With the exception of Produce Packaging, which supplies packaging solutions to fresh produce retailers, all of the below businesses are involved in the provision of agronomic advice and/or input supply:

- Ethics and integrity
- Environmental measures
- Health and Safety
- Employment to be freely chosen
- Fair wages
- Reasonable working days
- No child labor
- No inhumane treatment or discrimination
- Freedom of association
- Management Systems
- Data protection and Privacy

2. Organisational Policies

The Company is committed to the highest ethical standards and operates strictly in accordance with all applicable legislation and defined standards. These are made available by issuing all employees a copy of the "Hutchinsons Staff Handbook", which includes but is not limited to a Health and Safety, Anti- Harassment and Bullying, Equal Opportunities, Competition, Code of Conduct and Grievance policies. The Company has established a Governance Committee which reviews and creates policies for Board approval.

3. Due Diligence Process

The Company expects all suppliers and customers to respect human rights, including maintaining policies and procedures that ensure that there is no forced or compulsory labour in any form. These obligations are detailed and expanded upon within our Supplier Code of Conduct available at https://www.hlhld.co.uk/wp-content/uploads/2020/12/Supplier_Code_of_Conduct_9th_April_2019.pdf

We are taking a number of steps to identify and mitigate risks associated with modern slavery and human trafficking within our supply chain:


- Conducting risk assessments with current and future suppliers.
- Requesting contractual statements from suppliers of their compliance with the Modern Slavery Act
- Raising internal awareness of the Modern Slavery Act 2015 through training for all relevant staff members.
- Continued consideration of the impacts on our internal policies and procedures and how these can be improved upon.

This statement is made in accordance with Section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2020.

Approved by the Board of H L Hutchinson Limited.

DAVID ANTONY HUTCHINSON

David Hutchinson
Chairman



Signature

20th June 2020