



## **Slavery and Human Trafficking Statement**

### **Our business**

Origin Enterprises plc is a focused Agri-Services group, providing specialist on-farm agronomy services, digital agricultural services and the supply of crop technologies and inputs. The Group has leading market positions in Ireland, the United Kingdom, Brazil, Poland, Romania and Ukraine. Origin is listed on the Euronext Growth and AIM markets of Euronext Dublin and the London Stock Exchange respectively, and is headquartered in Dublin, Ireland with Group revenues of €1.7 billion. Origin operates in six countries serving approximately 50,000 customers with over 2,600 employees.

### **Our ethical standards**

Origin is committed to operating in an ethically and responsible manner, ensuring that there is no modern slavery or human trafficking in our supply chains. This commitment is reflected through the ongoing implementation of procedures and controls. Origin is prepared to terminate the relationship with any supplier or partner to its operations, where they do not comply with the UK Modern Slavery Act 2015. In addition, the Group may seek to engage and work with these suppliers to ensure compliance.

### **Our supply chain**

The Group endeavours to maintain close commercial relationships with all its suppliers, the most significant of whom are large multinational organisations who supply across all our geographical markets. Nevertheless, our Companies remain vigilant to all risks within their own specific supply chains and within the network of other partnerships, particularly with small-scale businesses and farms and growers in whose sector there may sometimes be a higher risk of unlicensed manual labour.

### **Continuous progress**

Origin recognises the importance of risk assessment, management oversight and continuous improvement. We monitor changes in government guidance in relation to modern slavery and we support our business units within the Origin Group to operate best practice supply chain management.

Areas of focus in the period since our last report include in relation to supplier engagement and employee awareness. We have tracked a year-on-year increase in the number of suppliers who have signed up to modern slavery principles. In addition, we have seen an increase in the number of employees who have completed e-learning training on modern slavery and further targets are being set for the coming year, with the aim of improving general awareness and increasing employees' ability to recognise it. Training highlights each employee's role and duty in reporting concerns.

### **COVID-19 pandemic**

We are acutely aware that the COVID-19 pandemic continues to bring an increased risk of modern slavery in various industries, including the agricultural sector, on a worldwide basis. Within the context of the COVID-19 pandemic, agriculture was identified as a key sector whereby the majority of

services Origin provides are deemed essential to the maintenance and continuity of the food supply chain. We understand that the situation is everchanging and that there could still be further potential impacts on the agricultural sector supply chain.

Continuity of operations has been a key focus to ensure that farmers and growers continued to receive the products they need to maintain a strong food supply chain in each of our markets. In order to do this, it was critical that the safety and wellbeing of our workforce and supply chain stakeholders was maintained.

In this regard, whilst we continue to monitor indications affecting our industry, our response to the pandemic has included a combination of measures by reference to centrally-driven guidance and local leadership and management procedures and controls, including:

- Continuation of enhanced safety protocols across the Group's operations, including ensuring protective personal equipment, hygiene and cleaning protocols are in place
- Supporting both the return to offices when we were able to do so, and more recently supporting employees with continued 'work from home' guidance where appropriate; we have adopted new ways of working where possible, such as substituting video calls for in-person meetings as appropriate
- Risk assessments and audits of all operating facilities (alongside risk assessment of in-person meetings) to ensure adherence to health and safety guidance and provide the safest environment we can for our stakeholders
- Ongoing additional advice and support initiatives for employees to promote physical and mental health and wellbeing, including through our employee assistance programs, webinars, online training and dedicated COVID-19 resources.

#### **Due diligence**

The Group has identified procedures and ongoing actions to identify and mitigate the risks of modern slavery and human trafficking across our businesses, including:

- Availability of an independent whistleblowing hotline to provide employees with an opportunity to identify risks anonymously through a confidential, 24/7/365 operated service
- Internal 'risk checks' to ensure that permanent or seasonal employment does not contravene our own ethical standards or any legislation or government guidance
- Third party supplier compliance check process, requiring new and existing suppliers to read and accept our stance in relation to preventing modern slavery
- Collaboration with colleagues within our Group companies to share knowledge, learnings and best practice to further mitigate risks of modern slavery in our network.

We welcome comments and suggestions within our supply chain to ensure we continue to identify, assess and address risks of modern slavery within our operations and across our supply chain. If you have any questions, please contact us by emailing us on [enquiries@originenterprises.ie](mailto:enquiries@originenterprises.ie).

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.



Sean Coyle  
Chief Executive Officer

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