

# 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, Belgium, 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 over €1.7 billion. Origin operates in seven countries serving over 50,000 customers with over 2,500 employees.

## **Our ethical standards**

Origin recognises the importance of corporate social responsibility and operating in an ethically and responsible manner, and is committed to 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 particularly with small-scale businesses and farms and growers in whose sector there may sometimes be a higher risk of unlicensed manual labour.

## **Due diligence and risk assessment**

Our Companies continue to remain particularly vigilant within their own specific supply chains and within the network of other partnerships. The Group has identified the following procedures and ongoing actions, to identify and mitigate the risks of modern slavery and human trafficking:

- Requiring new suppliers to sign their understanding and acceptance of our stance in relation to preventing modern slavery and asking those suppliers to provide assurances to us that they understand the requirements of the Act and are ensuring any risks within their business or supply chain are identified and managed.
- Asking new and existing suppliers to complete a new Modern Slavery Act Form, which is designed to help us understand if there are potential risks in the supply chain. We continue to share knowledge and learnings with colleagues within our Group companies.
- Providing for individual functional leaders to be responsible for the compliance of their own set of suppliers (in addition to central oversight), helping to develop a closer insight by our UK Companies into the business operations and risks of suppliers.

**Due diligence and risk assessment (continued)**

- Providing and updating information for our employees about the risks and what to look out for, and continually communicating with employees to report issues that they identify via our Whistleblowing process. New employees receive relevant information upon joining the UK Companies, within their induction, to ensure awareness of modern slavery and human trafficking.
- Continuing our internal 'risk checks' to ensure that any permanent or seasonal employment does not contravene our ethical standards, or any legislation.
- Promptly answering questions posed by our customers (predominantly farmers and growers) in respect of the Modern Slavery Act who wish to know more about our operations and / or our supply chain.

**Whistleblowing policy**

Origin has a Whistleblowing Policy, a confidential, 24/7/365 operated hotline for employees to voice any concerns that they have. The Whistleblowing Policy and hotline number is displayed at all sites to ensure all employees and seasonal workers have access to it.

**Commitment to continuous progress**

Origin also recognises the importance of continuous improvement and that pursuant to a UK government review of the Modern Slavery Act 2015, which published its final report in May 2019, a number of additional recommendations have been proposed. We will closely review the output of that report and the UK government's final response to the recommendations when published.

We actively welcome comments and suggestions within our supply chain to ensure we continue to reduce risks in the supply chain. If you have any questions regarding this issue 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.

Regards,

A handwritten signature in dark ink, appearing to read "Tom O'Mahony".

Tom O'Mahony  
Chief Executive Officer

31<sup>st</sup> January 2020