

BRADSHAWS

E. B. BRADSHAW & SONS LIMITED

Registered Office

Bell Mills · Driffield · East Yorkshire · England · YO25 6XL

Registered in England No. 222864

Telephone : 01377 253163 · Fax : 01377 241270



FLOUR MILLERS · SEED AND CORN MERCHANTS

Statement pursuant to the Modern Slavery Act 2015

I, Stuart E. Bradshaw, make this statement on behalf of Bradshaws Driffield (Holdings) Limited ("the Company"). We are proud of the steps we have taken to date in order to combat slavery and human trafficking and we are committed to improving our practices to combat slavery and human trafficking wherever required in the future.

OUR STRUCTURE & ORGANISATION

Bradshaws Driffield (Holdings) Limited has a trading division, Bell Mills Garden Centre and a subsidiary E B Bradshaw & Sons Limited. All companies are based in the UK and all the trading outlets are in the UK. The group operation comprises of two business segments, Flour Milling and Horticultural Retail. The group has an annual turnover of more than £36M and currently has over 60 employees.

The board of directors of the Company has examined the risk of modern slavery within its business operations and considers the risks to be low. This risk assessment is based on the nature of the business operating solely in the UK and with organisations that operate to make it transparent whether their organisation is operating in a country or region with a poor record on slavery and human trafficking.

SUPPLY CHAIN

Our supply chains include the sourcing of raw materials principally related the provision of flour. We remain committed to ensure that there is no modern slavery or human trafficking in our supply chains or any part of our business. Our core principles ensure we are committed to acting ethically and with integrity in all our business relationships.

Other supply chains of our business provide items for the Company's own use, namely:

- Vehicles
- Uniforms / Workwear
- Office equipment & stationery
- Legal, accounting and professional advisers
- Parts and Components
- Cleaning materials

All of these are sourced from within the UK.

STEPS TAKEN TO ELIMINATE RISKS

The Company has taken the following steps during the financial year in order to ensure that slavery and/or human trafficking are not taking place in any of our business or our supply chains:

As part of our continuing initiative to identify and mitigate risk:

- Where possible we build long term relationships with local suppliers and customers and make clear our expectations of ethical behaviour;
- The Company has a whistle blowing policy which ensures there are adequate procedures for staff to report modern slavery issues in the firm and its supply chain. A copy can be found within the Employee Handbook;
- With regard to our national and international supply chains, our point of contact is preferably with a known UK company or branch, and we expect these suppliers to have implemented suitable anti-slavery and human trafficking policies and processes. We expect each entity to adopt at least a “one-up” due diligence on the next link in the chain. It is not practical or proportionate for us (and every other participant in the chain) to have direct relationships with all links and suppliers in the chain.
- We are prepared to respond to enquiries and challenges from inside and outside of the organisation on slavery and human trafficking within the firm and its supply chain. Any such enquiries will be handled as soon as possible and confirmed in writing.
- We have instigated a comprehensive firm-wide risk assessment, charting the firm’s supply chains across the Company in order to identify potential modern slavery risk areas.
- We undertake a Companywide training programme to ensure all levels of employee or workers are conversant with our Anti-slavery & Human Trafficking Policy and procedures
- We rigorously check that all our employees have the right to work in this country and we ensure pay at or above the national minimum wage.
- We apply the same rigorous checks to ensuring that any agency workers are similarly checked by their respective employer and that no bonded labour is supplied.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We have provided suitable training to relevant staff to help them better understand potential risks in the supply chain. The Directors have been briefed on these issues. There have been no reported breaches in relation to this Policy.

The Company and its Directors will review this policy on an annual basis and signed off as required.

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015.

SEBradshaw

S. E. Bradshaw
Joint Managing Director

On behalf of Bradshaws Driffield (Holdings) Limited.
30th September 2020