

Modern Slavery and Human Trafficking Statement

Chapel Cottage Plants Ltd

1. Introduction

Chapel Cottage Plants Ltd is committed to preventing modern slavery and human trafficking in all areas of its business operations and supply chains. We recognise our responsibility to act ethically and with integrity, and we take a zero-tolerance approach to any form of exploitation.

2. Our Business

Chapel Cottage Plants Ltd is a family-run wholesale plant nursery based in Wimblington, Cambridgeshire. We grow and supply perennial plants, annuals, and shrubs to over 1,500 independent and multiple-site garden centres across the UK.

3. Our Commitment

We are committed to:

- Ensuring that slavery, servitude, forced labour, and human trafficking have no place within our organisation or supply chain.
- Conducting our business in a manner that respects human rights.
- Continually improving our practices to identify, prevent, and address any risks of modern slavery.

4. Our Supply Chain

Our supply chain includes:

- Trusted UK suppliers of young plants, growing media, packaging, and horticultural materials.
- A small number of reputable international suppliers who must comply with UK and international labour standards.

We expect all suppliers to operate ethically and transparently and to uphold robust standards that align with UK Modern Slavery legislation.

5. Policies and Controls

Chapel Cottage Plants Ltd has internal policies and procedures to minimise the risk of modern slavery, including:

- **Supplier Approval Procedures:** We source only from reputable suppliers who can demonstrate compliance with relevant labour, employment, and human rights laws.
- **Biosecurity and Procurement Standards:** These indirectly support ethical sourcing by ensuring that only approved, compliant suppliers are used.
- **Whistleblowing Policy:** Employees are encouraged to report concerns regarding unethical or illegal practices without fear of retaliation.
- **Recruitment Practices:** We conduct right-to-work checks for all employees and never use forced, bonded, or involuntary labour.

6. Risk Assessment and Monitoring

While the overall risk within our supply chain is considered low due to the nature of our industry, we remain vigilant by:

- Monitoring suppliers for compliance and ethical practices.
- Reviewing any new suppliers for potential risks.
- Keeping records and documentation to ensure traceability and accountability.

7. Training and Awareness

We ensure that relevant members of our team are aware of the risks of modern slavery and understand how to identify and report concerns. Training and awareness form part of our wider commitment to responsible business practices.

8. Ongoing Commitment and Review

We are committed to reviewing and improving our procedures annually to ensure their effectiveness. Where needed, we will update our practices to remain aligned with best practice and legal requirements.

9. Approval

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes Chapel Cottage Plants Ltd's modern slavery statement for the current financial year.

Approved by:

The Chapel Cottage Plants Ltd Management Team

Date: 01/11/25