

This statement sets out the steps that Gripple Limited and its subsidiaries (Gripple) have taken to prevent modern slavery and human trafficking occurring within any part of its businesses or supply chain during the financial year ending 31 December 2019, and intends to take in the coming year, and is made pursuant to the Modern Slavery Act 2015.

Organisation's structure and supply chains

Established in 1989, Gripple Limited is the UK based parent company of the following subsidiaries: Gripple Inc, Gripple Europe SARL, Gripple GmbH, Gripple Hanger & Joiner Systems (India) Private Limited, Gripple Comercio e Importacao de Tensionadores Ltda, Gripple Spolka z ograniczona odpowiedzialnoscia (Ltd), Gripple Canada Inc, Gripple Automation Limited, Gripple PTY Limited, Gripple Australia PTY Limited, Gripple Japan Kabushiki Kaisha, PMS Diecasting Limited. It is the market leader of wire joiners/ tensioners and wire rope hanger systems, designed to suit a whole range of applications across the agricultural and construction markets. Our patented products are designed and manufactured across three sites in Sheffield, UK, and our subsidiaries offer further manufacturing, warehousing and office facilities.

Gripple is an employee owned business and operates within the GLIDE group of companies. This is a group of companies based in South Yorkshire who share the same values and promote employee ownership. Gripple strives to manufacture components in house wherever possible.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy (the "Policy") reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Policy commitments

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

- conduct risk assessments to identify which parts of our business are at risk from modern slavery
- designate appropriate managers, such as the head of supply chain and learning & development manager, to attend "Tackling Modern Slavery in the UK Businesses and Supply Chains" training and to have responsibility for developing and operating company procedures relevant to this issue
- will not use any individual or organisation to source and supply workers without

- confirming that workers are not being charged a work finding fee
- ensure that our recruitment process is robust and all due diligence checks are recorded
 - adopt a proactive approach to ensure that all employees know how to report suspicions of hidden worker exploitation
 - ensure that all new suppliers receive a new supplier questionnaire which asks them to confirm that they have read and they understand our Policy and in turn, that they either return signed acceptance of our requirements or provide their own statement and/or policy where applicable. We expect that our suppliers comply with all applicable anti-slavery and human trafficking laws and will hold their own suppliers to the same high standards
 - include detail in any contracts with key suppliers to ensure suppliers adhere to anti slavery legislation
 - map our supply chain tier 1 and tier 2 suppliers to monitor potential risk areas in our supply chains
 - provide information on tackling “hidden labour exploitation” to our workforce via a variety of formats such as workplace posters, worker leaflets, induction and other training
 - protect whistle blowers

This statement was approved by the Board of Directors on 20 April 2020 and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Gripple Limited and its subsidiaries anti-slavery and human trafficking statement for the financial year ending 31 December 2019.

20 April 2020



EDWARD STUBBS
MANAGING DIRECTOR
GRIPPLE LIMITED