

This statement sets out the steps that Gripple Limited (referred to in this statement as “the Organisation”) and its subsidiaries (Gripple) have taken to prevent modern slavery and human trafficking occurring within any part of their businesses or supply chain during the financial year ending 31 December 2020, and intend to take in the coming year, and is made pursuant to the Modern Slavery Act 2015.

Organisational structure

Established in 1989, the Organisation 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 Spolka z ograniczona odpowiedzialnoscia (Ltd)
- Gripple Canada Inc
- Gripple Automation Limited
- Gripple PTY Limited
- Gripple Australia PTY Limited
- Gripple Japan Kabushiki Kaisha

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 five sites in South Yorkshire, UK, and our subsidiaries offer further manufacturing, warehousing and office facilities.

The Organisation is an employee-owned business and operates within the GLIDE group of companies, which is a group of employee-owned businesses.

Our commitment

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 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.

Impact of COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic took hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Organisation, as it did for others across the nation.

The Organisation welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to six months in the publication of modern slavery statements without the risk of facing penalty.

Despite the permitted delay, the Organisation remains in a position to publish its statement for the financial year 2019/2020 in line with the original publishing requirements.

The Organisation concludes that the COVID-19 pandemic did not adjust its risk of modern slavery to a level above that which existed before the pandemic.

The Organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- We conduct ongoing and regular risk assessments to identify which parts of our business are at risk from modern slavery
- We have designated appropriate managers 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
- We will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee
- We ensure that our recruitment process is robust and all due diligence checks are recorded
- We adopt a proactive approach to ensure that all employees know how to report suspicions of hidden worker exploitation
- We ensure that both new and existing key suppliers complete a supplier questionnaire and ensure they read, acknowledge and accept this statement, with responses captured and monitored as part of on-going risk management practices

- We include detail in any contracts with key suppliers to ensure suppliers adhere to anti-slavery legislation
- We have mapped our supply chain tier 1 and tier 2 suppliers to monitor potential risk areas in our supply chains
- We protect whistle blowers

Our next steps are as follows:

- We will deliver awareness training to those in a management role and set out a plan to deliver to all employees across the business
- We will continue to roll out and obtain completed supplier questionnaires and acceptance of this statement from the wider supply chain
- Having mapped out our supply chain, we are now working to apply risk factors to this information in order to address any high-risk areas
- We are developing a robust audit for our critical suppliers
- We will 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

Policies

The Organisation has the following policies which further define its stance on modern slavery:

- Anti-slavery and Human Trafficking Policy [link](#)
- Statement of Ethics and Code [link](#)
- Recruitment Policy Notice & Procedure [link](#)
- Whistleblowing Policy

This statement was approved by the Board of Directors on 17 August 2021 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 2020.

17 August 2021



Edward Stubbs
Managing Director Gripple Limited