



## Gripple Ltd: Modern Slavery & Human Trafficking Statement

This statement sets out the steps that Gripple Limited and its subsidiaries (Gripple) has 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 2018, 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. 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 100% employee owned and operates within the GLIDE group of companies. These are a group of companies based in South Yorkshire which share the same values and promote employee ownership. Gripple strives to manufacture components in-house wherever possible. Indeed, our largest component supplier is now part of the GLIDE group of companies.

### 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.

### Due diligence processes for slavery and human trafficking

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

- conducting risk assessments to identify which parts of our business are at risk from modern slavery
- amending our new supplier questionnaire to ensure that our key suppliers read and understand our Policy and in turn, 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.
- surveying our existing suppliers to see what they are doing to limit their own risk, i.e. have they got their own policy/statement in place?
- screening potential suppliers at the tender stage
- including detail in any contracts with key suppliers to ensure suppliers adhere to anti-slavery legislation
- monitoring potential risk areas in our supply chains
- protecting whistle blowers

## Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

This consists of:

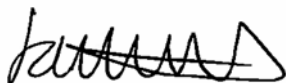
- ensuring all our key suppliers complete the new supplier questionnaire and confirm that they have read and understood our Policy
- ensuring all our key suppliers provide us with their own statement and Policy where applicable
- the inclusion of clauses in our contracts with key suppliers which confirm that they adhere to anti-slavery legislation

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Gripple is introducing training to our employees as appropriate. In addition, new employees will be introduced to our Policy as part of their induction process.

**This statement was approved by the Board of Directors on 22 July 2019 and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Gripple Limited and its subsidiaries slavery and human trafficking statement for the financial year ending 31 December 2018.**

22nd July 2019



Edward Stubbs  
MANAGING DIRECTOR  
GRIPPLE LIMITED