MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Gardman Ltd is a leading manufacturer and distributor of gardening and lifestyle products throughout the UK and Europe. Our products are sourced from a broad range of international suppliers, many of whom are sourced via our dedicated sourcing office in Quanzhou, China. Following the implementation of the Modern Slavery Act 2015, Gardman are committed to maintaining and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our supply chain.

Gardman's Supplier Manual sets out our policy on Ethical Trading which builds on the ETI Base Code and includes our policies on legislation, child labour, conditions of employment, wages and benefits, health and safety and the environment.

We are an active AB member of SEDEX, and require all our suppliers to join as B Members. Where we feel a risk is present, we conduct factory, warehouse and on-site accommodation inspections and audits, to ensure that our standards and policies are being followed. Any non-compliances are assessed on a case-by-case basis, and we aim to assist our suppliers to take appropriate remedial action. We will only trade with those who fully comply with this policy or those who are taking verifiable steps towards compliance.

Responsibility for reporting incidents of slavery falls on every employee, and any concerns about any issue or suspicion of modern slavery in any part of our business or supply chain should be raised with the Quality Team at the earliest possible stage. All reports will be treated in the strictest confidence.