



Grono modern slavery and human trafficking statement 2021

Here are the steps Grono has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About Grono

With Grono you can create stylish yet practical outdoor living spaces that can be enjoyed all year round - whatever the weather.

Our low-maintenance family of artificial lawns, composite decking, fencing, and cladding are beautifully realistic, yet won't deteriorate in the harsh weather, unlike the real thing. This means you get more time to enjoy your outdoor spaces rather than maintaining them.

Explore what all our products have to offer and experience hassle-free outdoor living whatever the weather.

Our commitment to the principles of the Modern Slavery Act 2015

Grono is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude, and forced or compulsory labour.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of European and overseas suppliers, mainly through Europe.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through the Grono handbook

- Code of conduct
- Ethics policy
- Whistleblowing policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policy

Embedding the principles

We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- ensuring that consideration of the modern slavery risks and prevention are added to Grono policy review process as an employer and procurer of goods and services
- making sure Grono procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take action to embed a zero-tolerance policy towards modern slavery
- ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices

This statement has been approved by Dan Ellis, Acas People Director, for the financial year ending 31 December 2020.

This statement will be reviewed and updated every year.

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