



Modern Slavery Statement 2023

Introduction

We understand that modern slavery and human trafficking is a massive problem in our global society. To ensure compliance in accordance with the modern slavery act, we have a responsibility to be aware of and prevent risks, however small, both in our business and in the wider supply chain.

Our Business

The nature of our business is to source high quality fruit and nut products from all over the world. The manufacturing is then done onsite in the UK where it is then distributed to some of the world's biggest supermarkets.

Our Supply Chains

Our supply chains include the sourcing of raw materials principally related to the provision of food. Our supply chain is worldwide and is predominately monitored through SEDEX. We acknowledge that countries from which we purchase from are in various stages of dealing with the ethical issues surrounding slavery and human trafficking. Where known problems have been identified, we have zero tolerance.

Due diligence processes for slavery and human trafficking

It is a collective responsibility within the business to ensure that the risk is as low as possible and that our internal processes are reviewed and maintained on a regular basis.

Below is a list of internal ongoing processes to ensure prevention:

1. Recruitment

- The Human Resources department work closely with the Recruiting Manager at recruitment stage to ensure the correct checks are done in relation to identification and personal details. This is in line with our Human Rights and Equal Opportunities Policy.

2. Supply Chain

- The Human Resources department work closely with the Technical department to ensure continued monitoring of all supply chain compliance in accordance with BRC accreditations or equivalent

Document No.	Revision No.	Revision Date	Authorised By:	Page No
HRSTAT01	5	17.07.2023	Rachel Owen HR Director	1 of 2



- If using labour suppliers, audits are conducted by the Human Resources department to ensure that agency workers are given fair treatment, adhering to modern slavery compliancy

3. Training

- Internal and external training are given to all managers to ensure they understand our statement and the potential issues to our business in relation to modern slavery and how to prevent and deal with any potential issues
- Reviewal of Human Resources department training and awareness

4. Other

- Continual reviewal of all internal policy and procedures in relation to modern slavery
- Random identification checks throughout the business
- Ensure HR document checks are conducted to ensure any data which could be linked to modern slavery are looked into and queried if needed
- Effective communication mechanisms to enhance worker awareness of the businesses commitment to stop worker exploitation and process if they feel that this is something that is relevant to them

All the above are in line with our preventive measures that are updated every year

It is our commitment as a business to ensure we are compliant and have an effective model in place to tackle Modern Slavery

Human Resources Signature:

Date:

Managing Director Signature:

Date:

Document No.	Revision No.	Revision Date	Authorised By:	Page No
HRSTAT01	5	17.07.2023	Rachel Owen HR Director	2 of 2