

Modern Slavery & Ethical Trading Statement

Reporting Period 28 April 2018 - 26 April 2019



Our business today

100% owned

 <p>The Fresh Produce Centre, Fresca's largest site and home to some of the biggest names in UK produce.</p>	 <p>Avocado specialist; grower, importer and marketer. Based in Paddock Wood, Kent.</p>
 <p>Fresh produce service solutions, from field to consumer. Based in Paddock Wood, Kent.</p>	 <p>Importer, packer, ripener and marketer of fresh fruit. Based in Evesham, Worcestershire</p>
 <p>Marketing new grape varieties from the Agricultural Research Organization, Volcani Centre.</p>	 <p>Experts in the growing & supply of speciality vegetables. Innovative, with an ever expanding product portfolio.</p>
 <p>Importer and marketer of fresh fruit. Based in Paddock Wood, Kent.</p>	 <p>Branches in Birmingham, Bristol and Southampton. Broad customer base, including foodservice, caterers, secondary wholesalers, cruise lines, airlines and retail chains.</p>
 <p>Logistics and customs service for fresh produce.</p>	 <p>Importer and wholesaler of Thai and Asian fresh produce.</p>

Joint ventures and associates

 <p>Growing, packing & marketing speciality tomatoes, peppers & cucumbers from landmark site in Kent.</p>	 <p>Potatoes and vegetables - marketing and packing.</p>
 <p>Research and commercialisation of exceptional new plum and interspecific stone fruit varieties from the Zaiger breeding programme in South Africa.</p>	 <p>Grower of strawberries in glasshouse and polytunnels. Production from March to December.</p>
 <p>Marketing the avocado production of the leading Colombian avocado producer, Cartama, in the UK and Europe.</p>	

Organisational Structure

Fresca Group Ltd is a privately-owned company with a variety of holdings in the fresh produce industry. The business includes wholly-owned enterprises and a range of joint venture and associate businesses.

Our Business

Our companies supply customers with fresh produce. Our customers are located primarily in the UK, and include multiple retailers, processors, foodservice operators, cruise lines, caterers and other fresh produce packers. Our physical operations are primarily based in the United Kingdom, but products are sourced both within the UK and from international suppliers.

Our Supply Chain

The route to market for the products we sell is large and complex. Temporary and seasonal labour is a common feature in our supply chain, and one that we have identified as a significant risk for potential ethical issues. The very broad international nature of our business brings added complexity with considerations such as language, culture, legislation and economics all being significant influences in our supply chain.

Standardisation of approach is being delivered where appropriate and feasible throughout the group, and our close relationships with recognised and respected bodies in the UK and internationally help provide support for upholding expected standards.

Business Policy & Practice

We are committed to reducing the risk of slavery and human trafficking within our own business and our supply chains. We recognise that characteristics of modern slavery crimes are hidden and we acknowledge the importance of identifying potential abuse.

The Fresca businesses have a proud track record of ethical practices and we continue to take an industry-leading role to tackle this issue.

Our business was a partner in the creation of this awareness-raising film:
<https://www.youtube.com/watch?v=d9tN6FM28ws>

We are a pragmatic company with strong ethical values at its core and we are engaging directly in our supply chain with ethical initiatives. Our commitment to purchasing Fairtrade accredited products is one way in which our business can demonstrate these long-established, embedded values.

Fresca Group created this video to help demonstrate the impact of Fairtrade purchasing:
<https://vimeo.com/183633876>

Each of our companies has identified its own risks and priorities and is responsible for monitoring and auditing as necessary. We use our group structure to help drive best practice across all our companies. Again, we have been involved in some ground-breaking work, making a real difference.

Where a risk of abuse is identified, a suitable action plan has been agreed and implemented, using respected third parties to monitor and support as appropriate.

Fresca businesses work closely with their retail customers on ethical topics and issues. Fresca businesses have been involved in multiple initiatives again this year and we are proud to state that our work has directly affected victims of exploitation and continues to make positive progress. Information is shared freely on request with our customers.

A full review with the senior leadership team in each Fresca business has been completed for compliance to the Modern Slavery Act 2015. Each business has agreed the strategy for the coming year and the tactics necessary for successful deployment.

Responsibility and Training

Each of the Fresca companies has a nominated lead Ethical Manager. This is coordinated at a group level by the Group Compliance Director. Relevant training and professional development opportunities are provided and a company-wide awareness training programme for all colleagues is available and in the process of group-wide deployment.

Where a Fresca Group company uses an employment agency then such contracts are overseen by individuals trained in Gangmasters & Labour Abuse Authority requirements and procedures. There are also regular reviews and audits conducted within the business and supply chain where deemed appropriate.

New employees within a Fresca Group company are informed of their rights during an induction session.

Every person working in a Fresca Group company (whether an employee, agency employee or contractor) is entitled to use the Fresca Feedback telephone line to report concerns. This service is publicised widely and frequently through the business.

I the undersigned take responsibility for this statement and represent the board of Fresca Group Ltd for overall responsibility for ethical compliance.

NAME

A handwritten signature in black ink that reads "J. A. Craig".

POSITION IN COMPANY

Chief Executive

DATE

1st August 2019

Questions regarding this statement or requests for further information should be made to Judy Whittaker, Communications Manager.

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