



## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

Burgess Farms (including their divisions Burgess Farm Produce and RBOrganic) supplies the UK with quality fresh vegetables, providing produce into major retailers, food service and food manufacturing customers. As of 30 June 2018, we employed just under 500 people and sourced our raw materials from 12 countries.

We know that slavery, servitude, forced labour, compulsory labour and human trafficking is a significant issue given the increase in global migration. Burgess Farms has a zero-tolerance approach to any kind of Modern Slavery found within our own operations or our supply chain.

### **Our policies**

Burgess Farms internal policies include our Code of Conduct policy, Whistleblowing policy and Ethical Trade policy. Our policies set out our ambition, processes and resources to ensure our products are produced to acceptable standards worldwide. This will aid our employees to identify and report any concerns with Modern Slavery via the appropriate channels and allow a full investigation without putting any of our staff or those affected at risk.

### **Modern Slavery due diligence processes**

We understand that our end to end produce supply chains are our biggest exposure to Modern Slavery and applying thorough auditing and compliance standards will help us mitigate the risks of Modern Slavery within our business. Our due diligence focuses on 4 sections within the supply chain:

- Our own packing sites - we have embraced third party audits for over 8 years to the ETI Base Code using the SMETA standard. We also operate Site Employee Forums where nominated employees play an active role in the welfare and wellbeing of colleagues across the site.
- Our use of agency labour - we conduct audits of our agency providers to the requirements of the Gangmasters and Labour Abuse Authority and Ethical Trading Initiative. These audits involve in-depth interviews with staff and head office management to help identify any indicators of modern slavery.
- Our suppliers' sites - we require the fulfilment of ethical documentation for all as well as the completion of ethical audits for higher risk countries. All suppliers are risk assessed and approved prior to commencement of supply. The Sedex risk assessment system is utilised alongside our in-depth knowledge of our suppliers and their countries. Full visibility and transparency of our supply chains is ensured through end to end chain mapping using a bespoke supplier approval system.
- Our suppliers' use of agency labour - we conduct risk assessments and active checks of all UK agency providers declared by our suppliers. All our suppliers are clear on the expectation that specific and detailed checks are completed into their agency provision.

## **Risk of Modern Slavery within our supply chain**

In terms of understanding our greatest risk, we have put considerable resources into addressing the use of agency labour in the UK as well as focusing overseas on our high-risk sources of supply.

We recognise that audits alone will not identify all instances of modern slavery but building relationships, capacity and trust with suppliers is much more critical when it comes to preventing and identifying the incidence of modern slavery.

## **Modern Slavery training**

Collaboration and stakeholder engagement is an important aim for us in identifying and preventing modern slavery within our supply chain. All our team members who interact with growers have completed an ethical auditing course conducted by an industry expert in forced labour to enable our staff to complete initial assessments of suppliers and assist in resolution of issues. We have also invested in additional team members to undergo a higher level of social systems auditing to equip them with the knowledge and skills to perform detailed audits on internal and supplier social systems.

Burgess Farms staff at supervisor level and above have undergone training on indicators of forced labour based on materials from Stronger Together. Our Technical and HR teams regularly attend industry events to be well-briefed on current best practice.

All our production and agency staff have viewed the Stronger Together video on forced labour and the use of posters in relevant languages throughout the sites to reinforce the messages.

## **Next steps to prevent Modern Slavery**

We believe that leadership makes all the difference in an effective response. At our production facilities and in our supply chains the senior management teams of each area are responsible for compliance in their respective departments and for their supplier relationships.

Our focus over the next year will be to continue to work closely with our colleagues and suppliers to identify and address modern slavery.

## **Assessment of effectiveness in preventing Modern Slavery**

To assess the effectiveness of the steps taken by Burgess Farms we will be monitoring the following key performance indicators:

- Awareness for all staff (our own and agency staff), on forced labour using Stronger Together materials.
- Briefing for all supervisors and above regarding indicators of Forced Labour to look out for.
- Follow up and corrective action taken into Modern Slavery non-conformances identified.
- To become Business Partners of Stronger Together

This statement was approved by the Board of Burgess Farms

Signed



William Burgess

Chief Executive Officer