

## Introduction

This statement sets out that we are aware of modern slavery risks relevant to our business and we recognise our responsibility. We recognise the challenges and are committed to establish action plans that are aimed to prevent slavery or human trafficking within our own business and supply chain.

By working in partnership with our supply chain we are committed to respect human rights and to minimise potential risk of any infringement of human rights and appropriately instigate corrective action where necessary.

## About Us

Fenmarc started life as a farming co-operative over 50 years ago.

Our colleagues are a huge part of the company, and by working collaboratively with our customers, Fenmarc has grown into one of the largest suppliers of prepared fresh vegetables in the UK. Our values and beliefs are the bedrock for all day to day business activities.

Our company is UK-based and our suppliers are mainly based in the UK and EU. Suppliers are audited and visited regularly. Each supplier is on the organisation's approved supplier list.

We recruit directly the majority of our diverse workforce. To accommodate the seasonal demand, we have a long-standing relationship and work in partnership with a reputable, UK vetted labour Agency which is registered with the GLA. The Agency is a partner with the Government initiative 'Stronger Together' and is independently audited.

## Due Diligence

The organisation undertakes due diligence when considering new suppliers and annually reviews its existing suppliers. We mitigate the risk by:

- Using SEDEX where suppliers can be checked for their labour standards and compliance
- Participate in collaborative initiatives focused on human rights. In particular, 'Stronger Together' and Ethical Trading Initiatives
- All supplier contracts include conditions on labour standards and we operate a zero-tolerance policy which will result in offending suppliers being de-listed
- Having a qualified Human Resource team on site
- Inductions for all new starters and appropriate colleague training

- Stringent Identity checks for all new starters
- Service level agreement in place with agencies
- Regular on-site meetings take place to ensure open communication between Fenmarc and the Agency
- 'Live check' process in place with GLA
- Easily accessible Colleague complaint and 'hotline' process

## Relevant Policies and Colleague Voice

We have comprehensive, easily accessible policies which can be verbally translated when required. Within these policies are procedures to guard against modern slavery activities.

Our policies promote positive colleague behaviour and are communicated at induction and through toolbox talks, site communications and team huddles. All colleagues have job descriptions promoting culture and values.

Our Colleague forum also provides the opportunity for colleagues to get together and raise any personal or work worries and discuss these with senior leaders in the business.

Our Ethical Trading and Working with Agency policies state our commitment to treating colleagues ethically and fairly. Our Recruitment policy ensures the process aligns with our strong culture and values.

Our 'Whistleblowing Policy' encourages all colleagues and business partners to report any concerns. The policy is designed so it is easy for colleagues to report without fear of reprisal

Our Equal Opportunities Policy and Procedure and Dignity at Work policies are clear in the message we will not tolerate unlawful discrimination, harassment or less favourable treatment of any kind as set out in the Equality Act 2010.

## Key Performance Indicators for Fenmarc

- Risk assessments have been completed on all our key suppliers using the SEDEX database
- Ensure all suppliers have completed the self-assessment questionnaire on SEDEX

### Training and Colleague Awareness

The HR Manager has attended external Stronger Together Initiative (STI) training and shares best practice with the business leaders.

All colleagues view the STI training video within the site induction.

Operational leadership commit to using good principles of STI within the interview process.

Leaflets and promotional material is readily available in the canteen and colleague notice boards. This information is displayed in multiple languages. The information advises Colleagues how they can 'flag' any concerns in relation to modern slavery or human trafficking through external bodies and details the Modern Slavery hotline.



### Approval

This statement has been approved by the Fenmarc board of Directors on 25<sup>th</sup> February 2021 and was signed on its behalf by;



Hayley Wilson  
Director  
25<sup>th</sup> February 2021

This statement will be reviewed and updated annually