Fighting Modern Slavery: No Ifs, or Buts

At Fenmarc, we don't just acknowledge modern slavery risks—we tackle them head-on.

It's our responsibility to keep slavery and human trafficking out of our business and supply chain. Sure - challenges exist, but we're all about solutions. With clear action plans and strong partnerships, we ensure these injustices have zero room in our business.

By working closely with our supply chain partners, we champion human rights, stay ahead of potential risks, and act fast if something's not right.

Who We Are

Fenmarc's story began over 50 years ago as a small farming co-op. Today - We're one of the UK's biggest suppliers of fresh, prepped vegetables! Our success comes from teamwork—both with our amazing colleagues and our valued customers and suppliers.

We're proudly UK-based, sourcing primarily from the UK and EU where available. We don't just take suppliers words—we visit, audit, and only work with those who meet our clear standards.

To handle seasonal demands, we team up with top-tier, UK-vetted labour agencies registered with the GLAA. We're not here to tick boxes—undergoing audits every year to back up our commitment.

We're also a Certified **B Corporation™** and accredited **Stronger Together Partner Advanced Business Partner,** meaning that we demonstrate our commitment to doing right by our colleagues, suppliers, community and tackling modern slavery in all it's Entirety.

How We Keep Things Ethical

When choosing suppliers, we don't cut corners. Our due diligence system keeps everything above board:

✅ **SEDEX checks** – Vetting suppliers for compliance and labour standards.
✅ **Collaboration with ethical leaders** – Working with groups like Stronger Together, ALP and Ethical Trading Initiatives.
✅ **Zero tolerance policy** – Suppliers who fail to meet labour standards? They're out.
✅ **Expert on-site People Team** – Keeping checks in place, ensuring fair treatment.
✅ **Training & identity verification** – Every colleague goes through a thorough induction and ongoing training throughout their employment.
✅ **Ongoing communication** – Regular meetings and live checks with the GLAA.

We also ensure every colleague has a voice, with a confidential complaint process and hotline for concerns.

Our Policies: More Than Just Paper

Our policies aren't just for show—they guide everything we do:

📌 **Accessibility** – Policies can be verbally translated in multiple languages.
📌 **Reinforcing positive behaviour** – Through induction, toolbox talks, and team huddles and our embedded company values.
📌 **Employee forums** – Direct conversations between colleagues and senior leaders.
📌 **Whistleblowing Policy** – A safe, anonymous way to report concerns.
📌 **Equal opportunities, dignity, and respect** – Non-negotiable values and training given to every colleague within our business.

How We Measure Success

We track progress with **key performance indicators** (KPIs) that keep us accountable:

📊 Risk assessments of all key suppliers via SEDEX.
📊 Mandatory supplier approval process

Knowledge is Power

We believe awareness is the key to prevention. That's why our People Team have received **external training from the Stronger Together Initiative (STI)**—earning an

Stronger Together Advanced Business Partner accreditation in 2025 that's assessed and renewed annually.

📽️ **STI training videos** – Part of every colleague's induction.
🎓 **Leadership training** – Ensuring managers uphold these principles throughout the colleague employment life cycle.
🚨 **Dedicated modern slavery incident team** – Ready to take action when needed.
📢 **multi-language materials** – Ensuring everyone knows how to report concerns, whether internally, externally, or through the **Modern Slavery Hotline**.

A Workplace We Can All Be Proud Of

At Fenmarc, we're not just **talking** about ethical practices—we're living them. Through collaboration, vigilance, and action! We're building a workplace and supply chain that values fairness, dignity, and human rights. And we're just getting started.

Approval

This statement has been approved by the Fenmarc board of Directors on 08th April 2025 and was signed on its behalf by;

Hayley Wilson

CFO

April 2025

Certified B Corporation

stronger together 2025 BUSINESS PARTNER ADVANCED

ALP Association of Labour Providers ASSOCIATE MEMBER 2025