



Fesa UK Ltd Modern Slavery and Human Trafficking Statement 2019

This statement has been created in line with the 2015 Modern Slavery Act in order to aid supplier transparency. It details the steps taken by Fesa UK Ltd in the last year and the steps that will be taken in the next year to prevent Modern Slavery and Human Trafficking in our business and supply chain. This Statement covers the steps taken in the last financial year, which ran from 1st October 2018 until 30th September 2019.

About us

Established in 1985 Fesa is a Fresh Produce importer with packing and cold storage facilities, supplying fresh fruit and vegetables to Supermarkets and Processors from our site in Spalding, Lincolnshire. We currently have 92 permanent staff members and at any one time can have between 35 and 80 agency staff working with us on site.

Uninterrupted supply of fresh produce is available via Fesa all year round because of the close partnerships we have within Brazil, Honduras and Spain. Whilst these partnerships ensure a supply of the best produce year round Fesa has also retained the flexibility to purchase fresh produce from across Europe, Africa, South America, Central America and Asia.

Our Suppliers

What makes Fesa special is our connection with our growers. Fesa have a long history of trade and partnership with Anecoop (Co-operative) in Spain, Agricola Famosa in Brazil and Agrolibano in Honduras which provide the majority of our yearly fresh produce. Due to these strong relationships we are able to communicate effectively and directly with growers regarding our ethical requirements.

In addition to Brazil and Spain we supply produce from a wide range of countries, which are subject to the same ethical requirements. EU countries include but are not limited to: the UK, Poland, Holland, Portugal and Italy. Non-EU countries include but are not limited to: Turkey, Israel, Puerto Rica, Costa Rica, Egypt, South Africa, Ghana, West Africa and Peru. Growers from these countries are subject to the same ethical requirements.

Ethical Policies and framework in place

Fesa recognises our social responsibility to ensure that Modern Slavery is not active within our business or supply chain. We adhere to the principles set out in the ETI (Ethical Trade Initiative) Base Code. We have policies and codes of practice relating to our determination to drive out forced labour, child labour, Modern Slavery and human trafficking:

- Modern Slavery Policy Statement
- Tackling Modern Slavery and Preventing Hidden Labour Policy
- Equal opportunities Policy
- Bribery and Corruption Policy
- Grievance Policies and Procedures
- Whistle blowing Policy
- Supplier Code of Conduct
- Ethical Trading Policy

Courses	Internal/External	% of staff trained
Modern Slavery Policy Statement	Internal	100%
Anti bribery and corruption	Internal	100%
Tackling Modern Slavery and Preventing Hidden Labour Policy	Internal	100%
Equal opportunities Policy	Internal	100%
Grievance Policies and Procedures	Internal	100%
Whistle blowing Policy	Internal	100%
Supplier Code of Conduct	Internal	100%
Ethical Trading Policy	Internal	100%
Stronger Together	External	100% - Technical Team/HR
Tackling Modern Slavery in the work place	Internal	100%

Training on the above happens as part the induction process for new employees with refresher training for current employees carried out on an annual basis.

To mitigate the risk of Modern Slavery and Human Trafficking within External Labour Providers to Fesa UK Ltd, we adhere to the following:

- A thorough recruitment policy, which ensures that Labour Providers are registered with the GLAA (Gangmasters and Labour Abuse Authority), therefore ensuring that our agency workers are receiving fair treatment and legal pay.
- Confirms that GLAA standards are being met and Modern Slavery is not taking place by conducting interviews with agency staff. Individuals are chosen at random and equal amount of workers from each agency are interviewed. The interview is intended to flag up signs of Modern Slavery (such as agencies charging workers for jobs) as well as ensuring that inductions are provided to every agency worker and include Modern Slavery information.
- Confirms that GLAA standards are being met by auditing the Labour Providers yearly (in addition to and independently of GLAA audits).
- Maintains good relationships with both Labour Providers and Agency Workers so both feel able to be transparent and honest.
- Fesa recognises that by having contact with industry experts we can enhance our knowledge of Modern Slavery globally.

Organisations	
Gangmasters and Labour Abuse Authority (GLAA)	SEDEX / SIZA
Association of Labour providers	Stronger Together

In order to mitigate the risk of Modern Slavery and Human Trafficking from growers in high risk countries Fesa:

- Requests that Due Diligence Packs are filled out by growers. These are translated into their first language where possible and include questions about Accreditations, Security and Ethical Management. Suspicious answers are investigated and could affect our use of the grower.
- Emphasises that growers must register with Sedex and complete their SAQ to 100% compliance. SAQ are checked rigorously prior to supply.
- Maintains good relationships with growers to encourage honesty and transparency.
- Request that growers are SMETA audited and all raised Non-conformances signed off within the agreed time scales.
- Offers assistance to smaller organisations within our supply chain when completing ethical requirements.

Supplier	% SEDEX Registered	% Signed Technical Warranty Statement
Melons	100%	100%
Mango	100%	100%
Citrus	100%	100%
Salads	100%	100%
Exotics	100%	100%
Tropicals	100%	100%

Our focus for 2020 will be to continue with 100% compliance for current growers and to achieve the same compliance level if any new suppliers come on board.

Auditing

Fesa to date have audited all of our labour providers. This is done on an annual basis.

Looking forward...

We will continue to work closely with our grower and suppliers to maintain a supply chain free from Modern Slavery and Human Trafficking.

We will continue to make staff aware of the ways of tackling modern slavery in the work place and to be vigilant, reminding them that it can happen anywhere, anytime to anyone.



J Szymborski
Managing Director