



Fesa UK Ltd Modern Slavery and Human Trafficking Statement 2020

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 2019 until 30th September 2020.

About us

Established in 1985 Fesa is a Fresh Produce importer with cold storage facilities, supplying fresh fruit and vegetables to Supermarkets and Processors based in Spalding, Lincolnshire. We currently have 84 permanent staff members and at any one time can have between 25 and 30 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 grower cooperative (group of growers) Anecoop 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
- Grievance Policies and Procedures
- Whistle blowing Policy
- Supplier Code of Conduct
- Ethical Trading Policy

Training on the above happens as part of induction for new employees with refresher training for current employees carried out on the 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.

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 with regular monitoring.
- Maintains good relationships with growers to encourage honesty and transparency.
- Request that where required growers are SMETA audited and all raised Non-conformances signed off within the agreed time scales.
- Offers assistance to smaller organisations with our supply chain when completing ethical requirements.

Our focus for 2021 will be to continue with 100% compliance for current growers and to achieve the same compliance level with any new suppliers coming on board.

Auditing

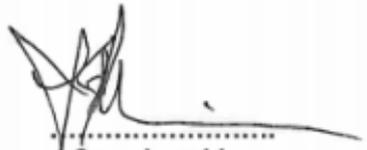
Fesa to date have audited all of our labour providers. This is done on the annual basis.

We also conduct announced and unannounced audits at source on farms, pack houses and accommodation to ensure that our suppliers are compliant with our requirements.

Looking forward...

We will continue to work closely with our grower and suppliers to maintain 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

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