

Modern Slavery and Ethical Trading Statement

Reporting period: 30 April 2016 – 28 April 2017



100% owned

primafruit™

Importer, packer, ripener and marketer of fresh fruit. Sites at Evesham and Bishop's Stortford.

joint venture

 **thanet earth™**

Growing, packing & marketing speciality tomatoes, peppers & cucumbers from landmark site in Kent.

 **MACK**

Importer, packer, ripener and marketer of fresh produce. Based in Paddock Wood, Kent.

 **manor fresh limited™**

Potatoes and vegetables - marketing and packing.

 **dgm Growers**

Grower of chicory, grower and supplier of vegetables, including 'niche' products: celeriac, fennel and artichokes.

 **mmg citrus™**

Partnership with Martinavarro, Spain's largest citrus grower. Growing, marketing and packing citrus. Source teams in Spain & South Africa.

 **MACK wholesale**

Branches in Birmingham, Bristol and Southampton. Broad customer base, including foodservice, caterers, secondary wholesalers, cruise lines, airlines and retail chains.

 **cartama® UK**

Marketing the avocado production of the leading Colombian avocado producer, Cartama, in the UK and Europe.

 **GRAPE EVOLUTION**

Marketing new grape varieties from the Agricultural Research Organization, Volcani Centre.

 **THE CUSTOM plum COMPANY**

Research and commercialisation of exceptional new plum and interspecific stone fruit varieties from the Zaiger breeding programme in South Africa.



Organisational Structure

Fresca Group Ltd is a privately-owned company with a variety of holdings in the fresh produce industry. The business includes wholly-owned enterprises and a range of joint venture and associate businesses.

Our Business

Our companies supply customers with fresh produce. Our customers are located primarily in the UK, and include multiple retailers, processors, foodservice operators, cruise lines, caterers and other fresh produce packers.

Our physical operations are primarily based in the United Kingdom, but products are sourced both within the UK and from international suppliers.

Our Supply Chain

The route to market for the products we sell is large and complex. Temporary and seasonal labour is a common feature in our supply chain, and one that we have identified as a significant risk for potential ethical issues.

The very broad international nature of our business brings added complexity with considerations such as language, culture, legislation and economics all being significant influences in our supply chain.

Standardisation of approach is not considered appropriate or feasible at this stage, but close relationships with recognized and respected bodies in the UK and internationally help provide support for upholding expected standards.

Business Policy & Practice

We are committed to reducing the risk of slavery and human trafficking within our own business and our supply chains. We recognise that characteristics of Modern Slavery crimes are hidden and we acknowledge the importance of identifying potential abuse.

Each of our companies will identify its own risks and priorities and is responsible for monitoring and auditing as necessary. We use our group structure to help drive best practice across all our companies.

Where a risk of abuse is identified, a suitable action plan will be agreed and implemented, using respected third parties to monitor and support as appropriate.

Fresca businesses work closely with their retail customers on ethical topics and issues. Information is shared freely on request.

Responsibility and Training

Each of the Fresca companies has a nominated lead Ethical Manager. Relevant training and professional development opportunities will be provided. Awareness training for other colleagues is available and provided where appropriate.



Where a Fresca Group company uses an employment agency then such contracts will be overseen by individuals trained in Gangmasters & Labour Abuse Authority requirements and procedures. There will also be regular reviews and audits.

New employees within a Fresca Group company are informed of their rights during an induction session.

Every person working in a Fresca Group company (whether an employee, agency employee or contractor) is entitled to use the Fresca Feedback telephone line to report concerns. This service is publicised widely and frequently through the business.

I the undersigned take responsibility for this statement and represent the board of Fresca Group Ltd for overall responsibility for ethical compliance.

Name	I A Craig
Position in company	Chief Executive
Date of signing	19 th July 2017