



Crop's Foods Ltd
254 Capability Green
Luton
LU1 3LU.

22.03.21

SLAVERY AND HUMAN TRAFFICKING STATEMENT

We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains. This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 30th June 2020.

Organisational structure, business and supply chains

We are a Frozen Foods Distributor of fruit, vegetables and ready meals and are an independent company supplying principally the UK market. Our business comprises of two offices within the UK with our associated head offices based in Belgium. Our supply chain business covers the retail, food service and industrial sectors with the majority of our products being sourced and manufactured within Europe.

Policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence

We consider ourselves to be a 'low risk' business with regards to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not recruit from outside the UK or use agency workers.

Assessing and managing risk

Crop's Foods Ltd is committed to responsible and sustainable sourcing across the whole supply chain. Where possible, Crop's UK will supply products produced by a sister company within the Crops Group. External suppliers are to meet the company's mandatory requirements that are to be expected from business partners in order to maintain business relationships. Crop's UK works with suppliers to promote its company values and approach to a sustainable and responsible business.

Crop's UK Responsible Sourcing Programme focuses on two main areas:

- People – ensuring the human rights of all personnel throughout the supply chain (products and services) are respected and upheld at a minimum to meet the ETI Basecode. In addition, where possible our suppliers will hold SMETA certification and are signed up to the SEDEX Platform or equivalent.
- Product – Crop's UK will ensure that all products are sourced sustainably and without negatively impacting the environment. Where this involves animal products, good welfare standards are encouraged with suppliers.

Effectiveness in combating slavery and human trafficking

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we have in place a supply chain compliance programme that requires our suppliers through the SEDEX portal to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

Training

We provide appropriate training to ensure relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.

Paul Weatherby
Managing Director