Slavery and Human Trafficking Statement

Introduction

Alan Bartlett and Sons Ltd is a family owned business which grows and packs root vegetables; we are based in Cambridgeshire from where we supply our products to the leading UK retailers and food processors. We aim to grow most of the products we supply ourselves and we also have suppliers who may at times supply us. We directly employ up to 250 people and also utilise the services of a GLA licenced labour provider at peak production times. All workers are asked to provide documentation to prove they are eligible to work in the UK and all suppliers are vetted and approved before use.

The directors of the company are aware of the modern slavery risks and acknowledge responsibility to the modern slavery act 2015 and recognise they have an obligation to prevent slavery and human trafficking. We are committed to ensuring that people are treated with dignity and respect at all times and we will do all we can within our power to prevent slavery and human trafficking not only in our own business but also throughout our supply chain. We encourage all our suppliers to uphold the principles in this statement and to adopt similar commitments within their businesses.

Slavery and Human Trafficking

As a company we are fully aware of our responsibilities and are guided by a strict set of business policies that are reviewed, agreed and implemented by the Directors as a minimum annually. Company Policies Include; Ethical & Human rights Policy Whistleblowing Policy Business Practice Policy Health & Safety Policy Prevention of Illegal working Policy Anti-Bribery Policy

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Company Policies Include;
• Ethical & Human rights Policy
• Whistleblowing Policy
• Business Practice Policy
• Health & Safety Policy
• Prevention of Illegal working
• Policy Anti-Bribery Policy

We aim to act in a socially responsible manner at all times by:

• Respecting the economic, social, cultural, political and civil rights of those involved in our operations.
• Complying with all human rights legislation.
• Developing ethical trading standards and practices.
• Monitor and advise suppliers within existing business practices.
• Educate our staff about Ethical Trading and Human Rights.
• Seek to ensure our products are supplied to the highest technical and ethical standards
• Recognising and reviewing the ETI Base Code and engaging with external audits
• Contributing as active members of SEDEX to ensure visibility of our supply chain
• Demonstrating support the ‘Stronger Together’ campaign.

Due Diligence

Due diligence is an important part of Alan Bartlett and Sons commitment to demonstrating accountability and transparency in ensuring that we identify and mitigate the risks of modern slavery and human trafficking not only in our Company but also in our supply chain. Health and Safety as well as Ethical information is requested as part of the supplier vetting programme. We partake in third party SMETA ethical audits and share the results via the SEDEX platform and/or directly with our customers. In addition to utilising the GLA Active Check platform the Company also conducts bi-annual audits of their agency provider, these include one to one worker interviews to ensure that they have a confidential route for
raising any concerns. The company has an active workers committee and health and safety committee dedicated to promoting a safe working environment for each employee and we encourage the reporting of concerns and the protection of whistle blowers.

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Supply Chain Risk

As we primarily grow, harvest, process and market the vast majority of our products ourselves the risks of modern slavery being present in our business is mitigated by the controls we have implemented. The greatest risk comes from 3rd party suppliers of goods and / or services and we have to rely on the information supplied to us in good faith as these operations are outside of our direct control. All suppliers are vetted prior to supply via our approved supplier process which includes risk assessments which include type Alan Bartlett & Sons (Chatteris) Ltd Slavery & Human Trafficking Statement Page | 3 of labour used, SEDEX

Training

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This statement has been approved by Alan Bartlett, Managing Director of Alan Bartlett & Sons (Chatteris) Ltd on the 2nd November 2017. This statement will be reviewed and updated annually.