March 2019

Published in accordance with section 54(1) of the Modern Slavery Act 2015. Our statement outlines the steps that we have taken during 2018/19 towards implementing our zero tolerance approach to slavery and human trafficking.

Our business and supply chains

Angus Soft Fruits Ltd is a leading supplier of berries to UK and European retailers, food services and wholesalers. We breed, grow and pack berries around the world to ensure consistent supply of the best tasting fruit for our customers.

Our company has a turnover of over £175 million, employs over 200 people and operates over two sites in the United Kingdom. We work with more than 100 suppliers in 16 different countries in Europe, North Africa and North and South America. Our supply chain varies from one tier to more complex multi-tiered suppliers.

Our Values

- Integrity – we do the right thing, meeting industry standards
- Exceed – we over deliver
- Efficient – as experts we continuously seek to improve our supply chain processes and costs
- Innovate – we develop new varieties and other creative approaches
- Collaborate – we work closely with colleagues, customers and suppliers to build long term relationships

Our values underpin everything we do.

We are sponsors of the Spanish Ethical Forum, in which all of our Spanish suppliers participate.

We have expanded our team with a dedicated Ethical Manager to further embed our organisational commitment to human rights.

We are a Bright Future Business Partner in offering placements to victims of modern slavery.

Our policies on slavery and human trafficking

We actively promote respect human rights within our business through a number of policies, procedures and processes. These include:
Our ethical trade policy is based on the 9 principles of the ETI, (Ethical Trade Initiative) Base Code. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking does not take place anywhere in out supply chain.

We include ‘Modern Slavery and Transparency in Supply Chains’ and ‘Worker Welfare’ clauses in our supplier agreements to ensure ethical best practice is a contractual commitment with our Tier 1 supply basis. Such a commitment is then cascaded further down the supply chain.

**Due Diligence**

Accountability for addressing human right risks including modern slavery and human trafficking within our company and our supply chain lies with our Finance Director.

Incorporated into our initiatives to identify and address risks of modern slavery are systems that:

- Identify and assess the potential risk areas in our supply chain;
- Identify and assess Base Code non-conformances through audit of labour providers, interviewing workers in our supply chain, incorporating the anonymous &Wider direct reporting tool amongst our own workforce and that of our suppliers and audits;
- Mitigate the risk of slavery, human trafficking and other Base Code non-conformances by working with suppliers on CAPs, (corrective action plans);
- Monitor potential risk areas in our supply chain through dialogue with our suppliers, the use of CAPs and follow up visits;
- Protect whistleblowers.

**Monitoring and Reporting**

Our strategic steering group formulates a ethical trade action plan and monitors progress against ethical trading KPIs. We have completed the Stronger Together direct reporting tool which also forms the basis for our ethical trading action plan.

We participate in relevant forums such as PEN, (Produce Ethical Network) and FNET, (Food Network for Ethical Trade).

As we are dedicated to building long term supplier relationships, we can influence commitment to ethical trading practices and increase transparency in our supply chain.

**Training**

To maintain awareness and help us to prevent modern slavery or any human rights abuse, key staff have attended various training events. These include:

Stronger Together ‘Tackling Modern Slavery in Global Supply Chains’,

ALP, (Association of Labour Providers), ‘Interviewing Skills’,

ETI ‘Human Rights Due Diligence’.
As part of our induction programme, we also incorporate Stronger Together resources.

Further steps

To enhance our approach to tackling modern slavery within our business and our supply chain, we will:

- Continuously improve our policies and practices;
- Further develop our training interventions to raise awareness;
- Further develop stakeholder relationships;
- Commit to achieving our ethical trading KPIs outlined in our action plan;
- Develop and introduce a Anti-slavery, Human Trafficking and Ethical Trade Agreement with suppliers;
- Encourage SEDEX (the Supplier Ethical Data Exchange) registration beyond Tier 1 suppliers

Neil Redford
Finance Director
27th March 2019
Get in touch

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View our privacy policy
View our modern slavery statement

Accreditations

News

ASF now Bright Future Partner
March 12, 2019

Winners of ‘Fresh Produce Grower / Supplier of the Year’
October 25, 2018

We have won two prestigious awards at the Co-Op and Scotmid Scottish Supplier Awards
September 18, 2018

Recipes

Very berry pancakes
March 1, 2019

Scotch pancakes with mixed berries and crème anglaise
March 1, 2019

AVA Berries in Edinburgh Raspberry Gin and Pimms Jelly
May 11, 2016
Lovingly designed & built by SHINE