Modern Slavery & Ethical Trading Statement

Reporting Period 29 April 2017 - 27 April 2018

Our business today

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100% owned

joint venture

The Fresh Produce Centre, Fresca's largest site and home to some of the biggest names in UK produce.

fresh PLUS

Fresh produce service solutions, from field to consumer. Based in Paddock Wood, Kent.

primafruit

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

GRAPE EVOLUTION

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

thanet earth

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

plum

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

Avocado specialist, grower, importer and marketer. Based in Paddock Wood, Kent.

MACK fruit

Importer and marketer of fresh fruit. Based in Paddock Wood, Kent.

cartama

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

Fresh Clear

Logistics and customs service for fresh produce.

MACK wholesale

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

manor fresh limited

Potatoes and vegetables - marketing and packing.

dmg Grocers

Exporters in the growing & supply of speciality vegetables. Innovative, with an ever expanding product portfolio.

wallings nursery ltd

Grower of strawberries in glasshouse and polytunnels. Production from March to December.

mmg citrus

In partnership with Hortmanzaro, Spain's largest citrus grower. Growing, marketing, packing and exporting citrus.
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 recognised 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

POSITION IN COMPANY

DATE 1st August 2018

Questions regarding this statement or requests for further information should be made to Judy Whittaker, Communications Manager.

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