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# FERRYFAST PRODUCE LTD

# MODERN SLAVERY STATEMENT

Ferryfast Produce Ltd – Modern Slavery statement

## **Modern Slavery & Human Trafficking Statement - 2021/20222**

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out steps Ferryfast Produce Ltd has taken and is continuing to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

### **About Ferryfast Produce Ltd**

Ferryfast Produce Ltd has been established for more than 40 years and is one of the UK's foremost fresh produce companies. We are involved in importing, sales, marketing, temperature-controlled distribution and storage.

We also have a sister company, B&G Nurseries, which utilises over 12 acres of computerised glasshouses and 300 acres of open land and woodland to produce a wide variety of crops. The company specialises in chilli peppers, which currently account for 50% of the total glasshouse production.

The produce marketed by Ferryfast comes from a variety of sources, including B&G Nurseries and other local growers, import companies based in the UK and export companies based abroad.

Our customers comprise a cross section of the industry and include major multiples, packers, processors, caterers, wholesalers and wholesale markets.

All the produce is distributed through the companies own Transport & Distribution division.

### **Our commitment to the principles of the Modern Slavery Act 2015**

Ferryfast Produce Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Ferryfast Produce Ltd is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. Ferryfast Produce Ltd wants all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

Ferryfast Produce Ltd recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

Ferryfast Produce Ltd does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Ferryfast are strongly aware that the agriculture sector is at more risk than other sectors therefore to ensure that the risk is minimised we partner with Concordia, a charity that operates a seasonal workers programme. They believe that the ethical supply of labour is vital to the UK farming industry and to promoting intercultural understanding and peace.

Concordia is one of two Government trusted and recognised organisations that provides work permits to overseas workers and have an established modern slavery policy.

Ferryfast Produce Ltd maintains the following policies which are accessible to all staff via the HR department:

- An Ethics Policy
- Whistleblowing policy
- Bullying and Harassment policy
- Diversity & Inclusion policy

### **Our supply chain**

Due to the nature of our business, Ferryfast Produce Ltd assess itself to have a medium risk of Modern Slavery in our business and supply chains.

### **Embedding the principles**

The principles will continue to be embedded by the following activities:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensure that consideration of the modern slavery risks and prevention are added to Ferryfast Produce Ltd review processes as an employer and procurer of goods and service.
- Ensure Ferryfast Produce Ltd contract terms and conditions include references to modern slavery and human trafficking.
- Continue to take action to embed a zero-tolerance policy towards modern slavery.

This statement has been approved by the Ferryfast Produce Ltd People Director and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2020. This statement will be reviewed and updated annually.

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