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Fesa UK Ltd Modern Slavery and Human Trafficking Statement 2015/16

This statement has been created in line with the 2015 Modern Slavery Act in order to aid supplier transparency. It details the steps taken by Fesa UK Ltd in the last year and the steps that will be taken in the next year to prevent Modern Slavery and Human Trafficking in our business and supply chain. This Statement covers the steps taken in the last financial year which ran from 1st October 2015 until 30th September 2016.

Ethical Policies and framework in place

Fesa recognises our social responsibility to ensure that Modern Slavery is not active in our business or supply chain and we therefore follow the principles set out in the ETI (Ethical Trade Initiative) Base Code. These are given to all new employees (including agency staff) in their Induction Pack within the Ethical Trading Policy and we work proactively with our growers to ensure that the base code is being followed.

As well as this 'Modern Slavery Policy Statement' and the 'Ethical Trading Policy' Fesa has a Preventing Hidden Labour Exploitation Policy. This Policy is also given to all new employees in their Induction Packs and covers the role of all staff members in tackling Hidden Labour Exploitation including how to report suspected instances. All Fesa policies are also available to read on every notice board on site.



Risk Assessment and Mitigation

Fesa have identified the two areas of our supply chain which are at the greatest risk from Modern Slavery and Human Trafficking. These are External Labour Providers and Growers in High Risk Countries.

They have been identified as high risk due to them being out of our direct control and because we are to a certain extent reliant on the Labour Provider or Grower being honest about their ethical views, adherence to the ETI Base Code and adherence to their local employment laws.

In order to mitigate the risk of Modern Slavery and Human Trafficking within External Labour Providers Fesa:

- Has a thorough recruitment policy which ensures that Labour Providers are registered with the GLA (Gangmasters Licencing Authority), therefore ensuring that our agency workers are receiving fair treatment and legal pay.
- Confirms that GLA standards are being met and Modern Slavery is not taking place by conducting interviews with agency staff. Individuals are chosen at random and equal amount of workers from each agency are interviewed. The interview is intended to flag up signs of Modern Slavery (such as agencies charging workers for jobs) as well as ensuring that inductions are provided to every agency worker and include Modern Slavery information.
- Confirms that GLA standards are being met by auditing the Labour Providers twice yearly (in addition to and independently of GLA audits).
- Maintains good relationships with both Labour Providers and Agency Workers so both feel able to be transparent and honest.



In order to mitigate the risk of Modern Slavery and Human Trafficking from growers in high risk countries Fesa:

- Requests that Due Diligence Packs are filled out by growers. These are translated into their first language where possible and include questions about Accreditations, Security and Ethical Management. Suspicious answers are investigated and could affect our use of the grower.
- Requests that growers register with Sedex and complete their SAQ to 100%. Suspicious answers are investigated and could affect our use of the grower.
- Maintains good relationships with growers to encourage honesty and transparency.
- Requests that growers are SMETA audited according to their risk rating and when requested by customers.
- Conducts site visits. These are carried out by members of the Technical and Commercial teams.

We believe that these processes mitigate the high risk of Modern Slavery and Human Trafficking in these areas and would alert us to any possible instances. We are committed to improving our Modern Slavery Processes where possible and update them when necessary.

Looking forward...

The next financial year will see Fesa take a significant step up in efforts to combat against Modern Slavery and Human Trafficking. The Fesa Technical Department - with Director support - will be working towards applying all of Stronger2gether's good practice processes by using the below three step approach:

1. Identifying and Risk Assessing.

Fesa are committed to improving our Risk Assessment accuracy during the next year using Risk Assessment Tools provided by Sedex and Stronger Together. Both the Stronger Together and Sedex Risk Assessment Tools will allow us to identify the likelihood of risk occurring in the countries we supply from, therefore allowing us to engage with our suppliers and mitigate the risk as effectively as possible.



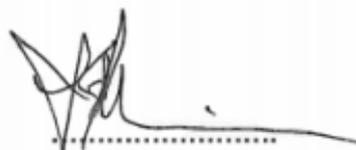
Fesa are committed to identifying in an honest and impartial way how we can improve processes and policies related to Modern Slavery and Human Trafficking. This will involve a review of policies relating to Modern Slavery and Human Trafficking.

2. Training and Implementation of Improvements:

Through an improved system of training we are hoping to raise awareness of Modern Slavery and Human Trafficking within Fesa and provide staff with the tools they need to recognise and report instances of Modern Slavery. We hope to increase the amount of people receiving training and also improve the quality of training by providing engaging and informative workshops as well as making information easily understood using Stronger Together multi-language posters and leaflets.

3. Monitoring and Reporting:

After the application of improvements to policies and training Fesa are committed to monitoring and reporting accurately on these changes. We will report in our next Modern Slavery and Human Trafficking Statement whether the improvements has the intended outcome and how we can further improve.



J Szymborski
Managing Director

Date: 01/02/17

