

The Modern Slavery Act 2015, requires all UK companies with a turnover in excess of £36m to make an annual statement detailing the steps their business is taking to identify and prevent modern slavery within their business and throughout their supply chain.

In accordance with our values and ethical approach to business, Harvest Fine Foods is committed to protecting workers and eradicating harmful and illegal practices within our own business and encouraging and supporting our suppliers to achieve this same objective. Individuals are expected and encouraged to report concerns in relation to this policy.

Modern slavery is a complex crime that takes several different forms including slavery, servitude, forced labour and human trafficking.

- Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment.
- Victims may be forced to work for little or no pay and have their identification documents withheld to prevent them from leaving.
- Victims are often pressured into debt bondage and are likely to be fearful of those who exploit them.
- Victims will frequently not identify or recognise themselves as being enslaved. It is a crime that is often hidden from plain sight.
- All these factors make it very difficult for modern slavery offences to be identified and for victims of slavery to escape

Harvest Fine Foods Ltd has implemented the following steps to ensure compliance with the Modern Slavery Act:

- Company HR policies which clearly state our compliance in upholding employment law in its entirety including the right to work. A person is unable to work for Harvest Fine Foods Ltd unless they can prove that they are legally entitled to work in the UK.
- A commitment that nobody, regardless of their race, sex, age, disability, religion or belief, gender/gender reassignment, sexual orientation, marital status, pregnancy, or maternity status, will be treated less favourably or disadvantaged in any way.

Modern Slavery Policy



- Partners with specified, reputable employment agencies to source labour and always verifies the practices of any new agency before accepting workers from that agency.
- We have an ethical trading policy that sets out how we ensure good ethical principles to enhance how we run our business. This ensures that we supply high-quality products to our customers and guarantees that we source everything in a fair and ethical manner.
- All employees to have an awareness of our Modern Slavery Policy supported by training.
- Ongoing vetting of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continual review to ensure all employees are paid at least the minimum wage.
- We encourage the reporting of concerns and the protection of whistle blowers.
- We will not knowingly support or deal with any business involved in slavery or human trafficking.
- The Company would co-operate and support the Police Modern Slavery & Human Trafficking Teams, investigating any claims concerning the Modern Slavery Act.

Performance review

In line with our previous statements, we continue to measure our performance based on the following factors:

- Reported incidents of modern slavery in our business or supply chains.
- Colleagues who have undertaken modern slavery awareness training.

Board approval

This policy has been approved by the Company's Board of Directors, who will carry out an annual review.

Director's signature: _____ 

Date: 18/07/2023