

KETTLEproduce Ltd

MODERN SLAVERY POLICY STATEMENT 2018/19

Kettle Produce Limited is completely committed to an ethical supply chain that is free from all forms of exploitation. We also commit to developing and adopting a proactive approach to tackling hidden labour exploitation.

As a business we are aware of Modern Slavery risks and will commit to engage with and implement all the business requirements contained in the Modern Slavery Act 2015.

This will include taking measures for prevention, mitigation and, where appropriate, remediation of any incidences of modern slavery found in our business and in our supply chain.

Our Business

Kettle Produce Limited was established in 1985 by two farming families from Fife, Scotland. They have a vast experience in vegetable production and have been growing in partnership since 1976.

There are now over 50 farmers growing in partnership with Kettle Produce Limited. They supply a range of products that support the four main categories of the business. They are roots, Brassicas, salads and prepared vegetables.

The supply of vegetables from Kettle Produce Limited isn't confined to Scotland. In 2003, Kettle Produce Espana SL was formed as a joint venture based in Murcia, Spain. There are also several strategic partnerships with major growers in England, France, Spain and Portugal. In total there are over 6,000 hectares of crops grown across the UK and Continental Europe.

Coverage

This policy covers our Production Sites as follows:

Balmalcolm Farm, Balmalcolm, Cupar, Fife, KY15 7TJ

Orkie Farm, Freuchie, Fife, KY15 7HT

Kettle Produce Espana SL, Autovia del Mediterraneo, Apido de carreas n 84, Las Fietas, Alhama de Murcia, Spain

This policy also covers all premises that Kettle Produce Limited staff audit in relations to its every day operations including third party suppliers and their associated Labour Providers

Commitments

Kettle Produce Limited has a comprehensive range of policies and initiatives relating to Modern Slavery and Human Trafficking:-

Policies

- Our Ethical Trading Policy clearly describes our expectation that all workers should be treated fairly, whether they are employed directly, supplied via a Labour Provider (eg a temporary employment agency or a gangmaster) or working for one of our suppliers.

Training

- We have designated appropriate managers to attend "Tackling Hidden Labour Exploitation" training and to have responsibility for developing and operating company procedures relevant to this issue.
- We provide information on "Tackling Hidden Labour Exploitation" to our workforce (through Workplace Posters and videos, Induction and Employee Handbook).

- We have introduced training and awareness of the issue of Modern Slavery and Human Trafficking and it is included in all employee inductions and labour provider inductions prior to starting with the business.

Recruitment

- We ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.

Whistleblowing

- We encourage workers to report cases of hidden third party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
- We positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities (Through engagement with all stakeholders and open discussion of the issues to gain employee and agency worker trust).

Supplier Adherence to our values

- We require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

Due Diligence

We carry out regular ethical audits of our new and existing labour Providers and growers, including agency worker interviews to ensure compliance against the Ethical Trading Initiative base code and Modern Slavery Act 2015.

Our Effectiveness In Combating Slavery And Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Uptake of training
- How grievances/whistle blowing is dealt with
- Oversight of supply chain
- Regular reviews of employee data

Next Steps

We will continue to work with our employees, suppliers, labour providers and other stakeholders to raise awareness of the potential issues and ensure that compliance with the legislation becomes the responsibility of managers in their respective departments.

Other initiatives include:

- The inclusion of a mandatory training unit for all people managers in the business
- The inclusion on Modern Slavery on our monthly management information agenda with our approved Labour Providers
- The inclusion of Modern Slavery questions in our Staff Engagement Survey (due 2018)

Susie J McIntyre
Managing Director
Kettle Produce Limited

