

Modern Slavery Policy Statement

Manor Fresh remains completely committed to achieving an ethical supply chain that is free from all forms of worker exploitation. We recognise the challenge is difficult and we are committed to work in partnership with our supply chain partners to deliver whatever is reasonably practicable to mitigate potential risks.

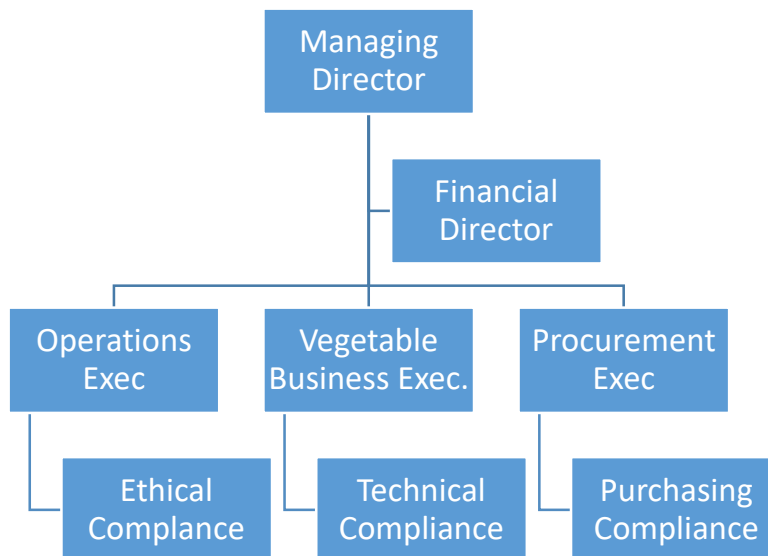
Risks that we have identified have seen significant improvement to date and we are committed to continue to reduce these further. Likewise we expect suppliers to Manor Fresh, both direct and as a part of our wider supply chain, to adopt similar values and support our efforts throughout their own supply chains. We appreciate that only through close collaboration will be able to combat modern slavery and human trafficking.

During the last year we have mitigated identified risks, significantly improved awareness training and made good procedural progress. We intend to continue this work in line with our evolving ethical strategy.

Manor Fresh - transparency in the Supply Chain

Organisational Structure

Manor Fresh Ltd is a privately owned business involved in the supply of high quality vegetable and potatoes to leading UK retailers and food service customers. Our business began trading as a new corporate entity in April 2006 following a merger between two previously established UK based fresh produce companies.



Our business

Manor Fresh supplies its customers with a broad range of pre-packed fresh potatoes and vegetables. Our business has an annual turnover of approximately £58 million pounds and directly employs around 170 people. In addition we engage much smaller numbers of temporary workers through supply agreements with fully accredited and licensed agency labour providers as and when business demands require. Over the years we have reduced very significantly our reliance on agency workers as we appreciate the mutual benefits and security that fixed and regular employment offers our colleagues.

Our supply chain

Manor Fresh works closely with its customers, growers and suppliers who are predominantly based in the UK. We operate from a base near Holbeach, South Lincolnshire. In addition to our Holbeach operations, we work closely with carefully chosen strategic UK based fresh produce growers and a limited number of overseas suppliers as fresh produce seasonal and regional supply dynamics require.

Our approach to addressing the issues of Modern Slavery

Manor Fresh are committed to operating in a progressive and responsible manner in order to systematically reduce the risk of slavery and human trafficking within our business and associated fresh produce supply chains. We work hard across our whole business supply base to further embed the positive principles of fairness, employee safety and ethical awareness that are pillars of our business. We regularly review and improve upon existing practices and strive to identify those areas within our business where more work and focus can deliver sustainable and further improvements. We consult and collaborate with government agencies, law enforcement, regulatory authorities and charities as well as our supply chain partners, sharing both intelligence and experience.

Current activities

Manor Fresh has in the last twelve months hosted a number of modern slavery awareness workshops for its managers and colleagues and also those of other related parties within its shareholders other businesses. A bespoke scorecard has been developed and deployed within our business such that we can measure and appraise the progress that we are making in respect of those risks we identify. Our staff have also been active in the wider sphere of interest and influence and have collaborated on a number of much wider projects relating to modern slavery and human trafficking.

Measuring our effectiveness

During the past 12 months, Manor Fresh's compliance score against the scorecard has shown an improvement of 14% with the biggest areas of improvement being within risk and supply chain mapping, KPI's and risk review procedures.

Against our key scorecard supply chain measurements, we have seen improvements in 48 supply chain areas, no change in 2 areas and a decline in scores in 17 areas. Our continuous improvement ethos and methodology is deployed to manage performance in these challenging areas.

Through our efforts and profile, Manor Fresh has been acknowledged as a leading positive 'industry force' within this challenging area.

Our main retail customer, Marks and Spencer with whom our efforts are very closely aligned, has formally recognised our activities in combatting modern slavery and worker exploitation by awarding Manor Fresh an award under its broad and high profile 'Plan A' corporate social responsibility programme.

UK Governments main enforcement body the 'Gangmasters and Labour Abuse Authority' (GLAA) has recognised our efforts by awarding the "Positive Impact Award" for tackling modern slavery and human trafficking challenges within our direct business and extended fresh produce supply chains.

Training of our staff

The ongoing training and increased awareness of modern slavery and human trafficking is a key priority for the Manor Fresh business. Due to the amount of focus within our business, we have developed our own training courses and structure which we adapt and deliver on a 'live' and ongoing basis to both new and existing colleagues as new risks and tactics of the traffickers emerge. We actively encourage all our staff to be constantly vigilant and to report any concerns they might have to management. We also provide a confidential and anonymous telephone hotline service.

Going forward, Manor Fresh will continue to work with our staff members, supply partners and relevant agencies to actively investigate any suspected instances of slavery or human trafficking. We and our supply chain partners continue to make positive progress but we understand that there is and will continue to be much work still to be done if we are to help combat this abhorrent crime.



Michael Scott

19th December 2018

Managing Director

Manor Fresh Ltd