



The **Direct Produce Supplies Ltd** board of directors have approved the below statement.

We are fully committed to social, ethical and environmental responsibilities within our business and supply chain and have zero tolerance for slavery and human trafficking: the board review annually, at financial year-end of 30th September 2020.

Direct Produce Supplies Ltd (dps) are involved in agriculture and import and procure fresh produce, including berries, stone fruit, cherries, exotics, kiwis, salads and chestnuts from Europe, Africa, Asia, Oceania and the Americas and locally from the United Kingdom.

To demonstrate our commitment and transparency:

- Direct Produce Supplies Ltd have published their slavery and human trafficking statement in the following locations: [dps website](#) , [TISCReport Website](#) and the [UK Government Modern Slavery Register](#).
- We have dedicated resource and a senior management team (Ethical Compliance Manager, Senior Technical Compliance Manager, Group Head of Responsible Sourcing and Group Technical Director) who are responsible and accountable for ensuring the commitment, policies, practices, risk assessments and due diligence relating to the eradication of Slavery and Human Trafficking are upheld and progressed within our global supply chains and within our business.
- We require our suppliers to sign a dps Code of Practice annually. This prohibits the use of forced; bonded (including debt bondage) or indentured labour; child labour; involuntary prison labour; slavery or trafficking of persons; discriminatory practice; unsafe or inhumane working conditions; unreasonable working hours and pay and suppression of collective bargaining, in line with the Ethical Trading Initiative Base Code.
- As committed members of SEDEX (Supplier Ethical Data Exchange), we participate in the annual conference and stakeholder forums. All primary suppliers, plus all high-risk suppliers to grower level are also SEDEX members and must complete a comprehensive self-assessment questionnaire capturing labour supply.
- Our high-risk suppliers are ethically audited to grower level by third-party auditing bodies. Our South African suppliers undergo SIZA audits at a frequency determined by the auditing body, while all other applicable suppliers undergo either SMETA, Rainforest Alliance, Fairtrade and GRASP audits on an annual basis. Where applicable, any critical non-compliances raised are followed up on and monitored to resolution. Additional workforce data is obtained for some suppliers relating to country-specific known ethical issues.
- Our team of trained auditors visit individual supplying sites throughout our supply chain and support ethical requirements if deemed necessary. dps also track worker accommodation standards and risk assess worker accommodation on an annual basis to



identify risks associated with the welfare of workers using accommodation and to assist in mitigating risk where identified in our supply chain.

- dps representatives are part of the multi-stakeholder initiative aiming to reduce modern slavery, [Stronger Together](#) and have attended bespoke training to ensure company compliance. Additionally, we became Stronger Together business partners in 2015.
- We recognise the importance of increasing modern slavery awareness within our business, amongst our staff. Our senior team have undertaken Modern Slavery awareness training and the induction for new employees includes a Modern Slavery induction with a Stronger Together video to raise awareness of modern slavery. Grievance procedures are detailed in our employee handbook and we have an anonymous third-party whistleblowing line.
- dps are actively involved in several collaborative ethical initiatives to support and advocate for improved ethical practice across our supply chains, for instance, the Spanish Ethical Trade Forum and FNET.
- dps are committed to operating responsibly, improving positive social and ethical impacts and increasing ethical trade, human rights and modern slavery transparency across the supply chain. As such, we have identified the need for an updated Ethical Trade and Human Rights Strategy with clearly defined KPIs and impact metrics to ensure ongoing and continuous improvement. We are in the process of rolling out the new strategic framework alongside our Responsible Sourcing Strategy and will report on our progress in our next annual Modern Slavery statement.
- A new ethical supplier risk assessment to map, capture and mitigate threats and vulnerabilities within the supply chain in relation to human rights, trafficking and modern slavery, and country governance and accountability is development. Risk data sources include FNET country risk ratings, SEDEX (Supplier Ethical Data Exchange), governmental data and industry-relevant assessments, ethical initiatives and reporting.

Directors for Direct Produce Supplies Ltd have approved this statement

Paul Beynon
Group CEO
1st March 2021