

The UK Modern Slavery Act 2015

Transparency in Supply Chains Clause Statement 2020/21

The statement covers the activities of Branston Ltd and Branston Holdings Ltd in the UK up to 25 July 2021.

Introduction

Branston Ltd and Capsicum Holdings Ltd are aware of Modern Slavery risks and remain committed to achieving an ethical fresh food supply chain free from worker exploitation. We recognise that current pressures on labour markets have increased the scale of the challenge and the associated risks. We will work collaboratively with our supply chain partners to improve awareness, training and communication to mitigate the risks of Modern Slavery in our business.

We continue to take a risk based approach which will focus on continuous improvement.

Structure and supply chains

Branston is a farmer controlled business established in 1968. The company supplies major UK retail, wholesale and food manufacturing businesses with fresh potatoes, sweet potatoes and a range of prepared produce.

Branston's packing activities are all based in the UK and a majority of the products come from UK farms. We do source from other countries to ensure year round supply. The countries sourced from during 2020/21 were: USA, Italy, Israel, Spain, Germany, Denmark, Luxembourg France and Holland.

This statement includes the progress the company has made in the last financial year (20/21) and plans for the next year.

It remains the responsibility of the HR Director to put in place effective measures to ensure compliance with The UK Modern Slavery Act 2015.

We identify the protection of human rights as a core principle of how we operate and do not accept any forms of Modern Slavery or knowingly work with any businesses that do not sign up to these principles.

Relevant Policies

To support our activities to minimise the risk of modern slavery and human trafficking within the business the following policies have been developed and are adhered to:

- Ethical Trade & Worker Welfare Policy
- Equal Opportunities & Worker Welfare Policy
- Whistleblowing Policy (reviewed and updated in 2018)
- Recruitment Policy
- Code of Practice for Labour Providers

Training and awareness

We are committed to reducing the risk of modern slavery and human trafficking within our own business and our supply chains. We recognise that characteristics of modern slavery crimes are hidden and we understand that staff need to be trained to identify potential abuse. Key personnel in the Human Resources, Procurement and Technical teams have attended Stronger Together Workshops. Internal ethical training has been delivered across the wider business and site Technical teams have attended customer-specific training against ethical standards.

We are pleased to report that the plans for the last financial year were actioned resulting in the following steps being taken:

- Launched internal Stronger Together training for Branston line managers delivered by the Central Branston team
- Employer Progress Reporting Tool (PRT) for suppliers in UK consumer goods sector questionnaire completed
- All contracted growers were written to in April outlining their responsibilities under GLLA regulations
- An updated list of Gangmasters and Agency providers operating within the supply base collated
- A section on Modern Slavery was included in annual grower conference
- Central HR team attended Stronger Together and ethical risk assessment training
- All site SAQ's have been updated against the new assessment standard which includes improved transparency in supply chain management and procedures to combat modern slavery
- Training was undertaken by managers against the new SEDEX Radar tool
- Temporary Labour Risk Assessment audit reviewed and updated
- Effectiveness of risk assessment audit was undertaken. Plans to include unannounced site audits of Labour Providers were put on hold due to the Covid-19 crisis

Measuring effectiveness

All labour providers were audited twice in the financial year 2020/21. All of these audits in the second half of the year were conducted by telephone. These audits included worker interviews.

We encourage our employees, customers and suppliers to report any concerns related to ethical issues within our business. A monthly report is published on the status of any complaints received through the whistleblowing line. All complaints were responded to although it was noted that the no complaints were received in the previous 12 months.

All sites host regular employee representative 'How we do business' forums, throughout the year, giving workers a voice. A separate agenda item on Modern Slavery awareness has been added.

All raw material suppliers were subject to a desktop ethical risk assessment audit conducted by a member of the Agronomy team. A total of 134 audits were conducted in the year.

Plans for the next year:

- Post Covid -19 restrictions we will introduce third party on farm audits to all growers who are rated 'amber' following the Branston Ethical Risk Assessment
- Stronger together refresher training to be rolled out to Operations and Technical Management teams at all sites
- We will continue to screen our potato supply chain through our risk assessment process
- We will monitor supply chains using the new Sedex Radar tool
- Additional plans for checks for improved reporting on B Member Sedex SAQs
- Progress the action plan Stronger Together Progress Reporting Tool

We will work alongside the relevant agencies to actively investigate any suspected instances of modern slavery or human trafficking.

Our Modern Slavery statement will be uploaded to the government Modern Slavery registry

We have made progress in the last financial year but understand that there is more work to be done in this area and we will continue to play our full part to help ensure that the practice is eradicated completely.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes our transparency in supply chains clause statement for the financial year ending 26 July 2020. It has been approved by the Main Board who will review and update it annually.



James Truscott
Managing Director

19 October 2021