Modern Slavery and Human Trafficking Statement

The Modern Slavery Act 2015 came into force in 2015, seeking to address the role of businesses in preventing modern slavery from occurring in organisations and their supply chains.

The Act is aimed at preventing all forms of labour exploitation and increasing the transparency of labour practices in the supply chain. It applies to all organisations with a turnover, or group turnover, of £36 million or more which are either incorporated in the UK or carry on a business in the UK. Section 54 of the Act requires those businesses/organisations to prepare, approve and publish an annual 'slavery and human trafficking statement' detailing the steps that the organisation has taken during the previous year to ensure that slavery and human trafficking is not taking place within any part of its own business or supply chains.

This Statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes AHDB's Slavery and Human Trafficking Statement for the financial year ending 31 March 2024. It provides an outline of key areas of the Agriculture and Horticulture Development Board (AHDB) business operations and supply chains that are determined to be a higher risk of potential slavery and human trafficking, and what measures are in place to manage and mitigate these risks.

Organisational Profile

AHDB is a statutory levy board, funded by farmers, growers and others in the supply chain to help the industry succeed in a rapidly changing world. We work for more than 100,000 farming and supply chain businesses across the country. Our main team is based in Coventry supported by regional officers up and down the country, getting hands on with farmers, growers and processors. Our international team develop export markets in new countries such as China and the Far East, as well as looking after key markets for UK exports such as France and Belgium.

AHDB has no subsidiary companies actively operating for the reporting period, and turnover for the financial year applicable to this statement is £52.1million.

Collaboration and Partnership Working

The procurement and HR functions collaborate and share best practices with representatives from the Department for Environment, Food, and Rural Affairs (DEFRA) and its family of Arm's Length Bodies (ALB's).

Our Supply Chains

AHDB annually spends approximately £30 million with third parties, primarily for a range of services and goods, including prominently by value:

- Media/advertising space
- Research
- Events, Conferences & Exhibitions
- Computers - Hardware & Software
- Market Research

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The most significant areas of risk for slavery and human trafficking in our supply chains do not necessarily correlate to the value of our spend. The categories of supply and spend with the highest levels of slavery and human trafficking risk exposure have been assessed to be:

- Facilities Management (such as cleaning and maintenance)
- Travel and Accommodation (especially international)
- Clothing, Apparel, and Personal Protective Equipment (PPE)
- IT and Communications Equipment/Devices
- Temporary Agency Staff Resources (especially security, ancillary and administrative)
- Research and Field Service

Within these categories of identified higher modern slavery risk, the measures that AHDB have taken and continue to take to manage these risks include:

Facilities Management: We require high standards from all our contractors, suppliers, and other business partners, overseen as part of our contracting and tender selection processes. To ensure we act ethically and with integrity in all our business dealings and relationships, our standards and policies are outlined to ensure welfare and reporting i.e. Whistleblowing, ethics.

Travel and Accommodation: We have assessed that our primary corporate travel management supplier has implemented measures to combat modern slavery, including supplier assessments, ethical sourcing, employee training, regular audits, whistleblowing protection and a supplier Code of Conduct.

IT & Communications: Crown Commercial Service (CCS) agreements are prioritised in use across this category, who are committed to the eradication of human right abuses and modern slavery from their supply chains. CCS remain an active partner in the prevention of modern slavery work led by the Home Office through the use of extensive risk assessments, supplier contract management, supplier code of conduct, tender selection processes and MSAT (Modern Slavery Assessment Tool).

Our Policies on Slavery and Human Trafficking

AHDB is committed to avoiding and preventing modern slavery and human trafficking within its business and across its supply chains. Employment policies and codes of conduct are in place which support how we work to manage this avoidance and prevention.

Our workplace policies and procedures are developed and managed to help ensure that the organisation and its staff and representatives act ethically and with integrity and social responsibility, including within all business relationships.

Expectations and requirements in respect of identifying and managing risks of modern slavery are included within AHDB's Procurement Policy and Procurement Desk Guide.

Due Diligence Processes

To support our effective identification and mitigation of modern slavery risks within our supply chains, we utilise:

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- Trusted public sector frameworks and supplier agreements where procurement processes have assessed supplier modern slavery awareness and prevention platforms as meeting expected requirements.
- Higher value procurement supplier selection questions to determine basic sufficiency of modern slavery prevention expectations and requirements.

Actions Taken During the Reporting Year

Representatives from the Procurement Team have been working with colleagues from across the DEFRA family as part of the Modern Slavery Steering Group - a forum established to lead and coordinate modern slavery initiatives across DEFRA. The group's remit includes developing and embedding consistent approaches to risk assessment, training, policy development, and the production of annual modern slavery statements, while promoting collaboration and continuous improvement in tackling modern slavery across operations and supply chains.

We have also obtained membership of LUPC and gained access to the benefits of Electronics Watch and further advice on responsible procurement.

Future Improvements

Electronics Watch

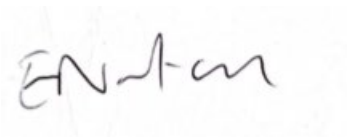
AHDB intends to reference and align with the standards and monitoring frameworks of Electronics Watch in future relevant procurements including laptop and ICT hardware. This independent monitoring organisation supports public sector buyers in ensuring labour rights are respected in global supply chains, and AHDB aims to enhance its due diligence in high-risk categories through this collaboration.

Additional Training

The procurement team will draw upon work with the DEFRA Modern Slavery Steering Group and look to implement appropriate additional training, tools, guidance and processes within AHDB.

As approved by the Agriculture and Horticulture Development Board on 22 August 2025

Signed by:



Emily Norton
Chair of the Agriculture and Horticulture Development Board

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