

Modern Slavery Statement

2025-26 / VERSION



Modern Slavery Statement

Published in accordance with section 54(1) of the Modern Slavery Act 2015. This statement outlines the steps taken during the financial year 2024/25 to identify and address the risk of modern slavery and human trafficking within our business and supply chains.

Our Business and Supply Chains

Angus Soft Fruits Limited is a leading supplier of berries to UK and European retailers, food service providers and wholesalers. We breed, grow, source and pack berries through a global supply network, ensuring consistent supply and product quality.

Our Group has a turnover of £160 million and employs over 200 colleagues operating in the UK, Netherlands, Spain, Morocco and Chile. We work with more than 100 suppliers across 18 countries, with supply chains ranging from single-tier to complex multi-tiered structures.

Given the global and seasonal nature of fresh produce supply chains, we recognise that risks related to labour exploitation, particularly involving migrant labour, remain present and require ongoing management.

Governance and Accountability

Our approach to human rights and ethical trade is underpinned by clear governance and accountability.

Responsibility for addressing modern slavery risks sits with our Managing Director. Our Head of People and Head of Quality and Compliance are responsible for developing and overseeing our ethical trade and human rights strategy, supported by colleagues across the organisation, including in-country Berry Integrity Teams.

Our Approach and Policies

We maintain a zero-tolerance approach to modern slavery and human trafficking, supported by a framework of policies and procedures covering ethical trade, responsible recruitment, worker welfare and grievance mechanisms.

Our Ethical Trade and Human Rights policy is aligned to the principles of the International Labour Organisation (ILO), the Ethical Trading Initiative (ETI) Base Code, and the United Nations Guiding Principles on Business and Human Rights.

Our policies are reviewed regularly to ensure they reflect legal requirements, industry standards and emerging risks. These policies are supported by practical systems designed to prevent, identify and address potential human rights impacts across our operations and supply chains.

Assessing and Managing Risk

We assess modern slavery risk across both our own operations and supply chains based on factors including geography, workforce profile, recruitment practices and supply chain complexity. Risks are categorised as low, medium or high to prioritise focus and action.

Within our own operations, we have identified our packhouse as a higher-risk area due to the use of agency labour and the employment of migrant workers. We have strengthened controls in this area through labour provider audits, enhanced onboarding processes, worker engagement (including welfare discussions), and targeted training.

Across our supply chains, our key (salient) human rights risks are:

- worker accommodation standards
- responsible recruitment, including risks related to recruitment fees
- access to effective grievance mechanisms

These risks remain a core focus of our ongoing work.

Actions Taken During 2025-26

During the reporting period, we have continued to strengthen our approach in key risk areas:

- introduced, for the first time ever, a 3-year strategic accommodation improvement plan with each one of our Scottish growers
- completed audits of 68% of supplier-provided accommodation against our global standards, with improvement plans agreed
- increased transparency of recruitment practices by mapping labour providers and recruitment pathways
- strengthened due diligence on responsible recruitment, including raising awareness of illegal recruitment fees
- continued to develop worker engagement through welfare discussions and confidential reporting channels such as TellASF
- continued to promote access to multiple grievance mechanisms
- Improved our data-led approach by greater access to new and existing worker survey mechanisms

These actions have improved our visibility of risk and strengthened controls, although further work is required to consistently measure impact across all supply chains.

Due Diligence in Practice

Our approach to managing modern slavery risks is based on a combination of prevention, detection and remediation activities, including:

- Responsible recruitment – embedding principles to prevent the use of recruitment fees and ensure fair access to employment
- Worker voice and grievance – providing multiple channels for workers to raise concerns, including confidential reporting mechanisms
- Audit and verification – requiring suppliers to maintain SEDEX membership, complete SAQs and undertake SMETA or equivalent audits
- Supplier engagement and remediation – working with suppliers to address non-conformances through corrective action plans and follow-up
- Collaboration – active participation in industry initiatives such as the Food Network for Ethical Trade (FNET) and engagement with external bodies including the GLAA

Where issues are identified, we aim to respond in a way that prioritises worker protection and remediation.

Monitoring Effectiveness

We recognise the importance of measuring the effectiveness of our approach.

We monitor progress through a defined set of ethical trade indicators, including audit coverage, corrective action implementation, worker engagement and recruitment transparency. We also use external benchmarking tools, including the Stronger Together reporting framework, to assess progress and identify areas for improvement.

While these measures have improved oversight, we continue to develop our ability to consistently measure impact at worker level across all supply chains.

Training and Awareness

We provide training to employees to build awareness of modern slavery risks and how to identify and respond to potential indicators of exploitation.

Training content is reviewed regularly and supported by knowledge checks to assess understanding and implementation.

Continuous Improvement

We recognise that addressing modern slavery is an ongoing process requiring continuous improvement. During the next reporting period, we will focus on:

- increasing audit coverage of supplier-provided accommodation
- strengthening responsible recruitment practices across our supply chains
- enhancing worker voice mechanisms, including the use of worker surveys
- further improving visibility and mapping of labour providers and higher-risk supply chains
- developing more consistent approaches to measuring effectiveness and impact

We remain committed to working collaboratively with suppliers, partners and industry bodies to strengthen our approach and reduce the risk of modern slavery.

Approval

This statement has been approved by the Board and is signed on its behalf by:

John Gray, Managing Director, May 2026

Our Values

COLLABORATING
With Efficiency

INNOVATING
With Curiosity

EXCELLING
With Integrity

