



This Modern Slavery and Ethical Compliance Statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and sets out the steps that Lincolnshire Field Products Ltd (“LFP”) has taken and will continue to take to ensure modern slavery, human trafficking, corruption and any form or exploitation do not occur in our operations or supply chain.

### **Our Business and Supply Chain**

Lincolnshire Field Products Ltd is a farming, growing, and packing business specialising in fresh vegetables (predominantly Brassica), potatoes, sugar beet, and cereal crops. We supply major UK retailers, food processors, and wholesalers.

Our principal operations are in South Lincolnshire, UK. Whilst most of our products are UK grown, we source additional produce seasonably from Spain, Senegal, Morocco, France, Netherlands, and Poland.

Our workforce includes directly employed staff and agency-provided seasonal labour. We recognise that the use of temporary, migrant and agency labour is a higher risk environment for potential labour exploitation.

### **Our Commitment**

LFP is committed to preventing modern slavery, forced labour and human trafficking; maintaining safe and fair working conditions; upholding human rights; ensuring business integrity and collaborating transparently with suppliers.

Our continued commitments:

- Clear and fair terms of employment for our colleagues
- Clean, healthy and safety working conditions
- Equal opportunities for all current and potential employees
- Career progression and development of new skills
- Investment in equipment and tools, and the provision of training for the job at hand
- Transparency and awareness relating to company policies and procedures
- Clear and open communication channels, with an “open door” policy
- A harmonious working environment with zero tolerance to bullying or any form of harassment

### **Policies and Governance**

Policies include Ethical Trading, Equal Opportunities, Human Rights and Fair Employment, Prevention of Hidden Labour Exploitation, Prevention of Illegal Working, Whistleblowing, Business Integrity and Anti-Corruption and Domestic Abuse.

### **Labour Provider Due Diligence and Audits**

All labour providers are licensed by the GLAA. In-person audits are conducted twice yearly by the HR Manager, with external social compliance specialists consulted as needed.

Audits review right to work checks, payment practices, worker interviews, accommodation, transport, training, and grievance mechanisms.

### **Supply Chain Due Diligence and Anti-Corruption Controls**

Suppliers complete Ethical Trading Questionnaires covering labour standards, health and safety, recruitment, subcontracting, and anti-corruption controls.

We encourage our supply base to extend and improve their knowledge regarding modern slavery through training and Stronger Together resources.

Anti-corruption assessments include policy reviews, country risk checks, contractual clauses, conflict of interest declaration, and monitoring unusual payment behaviours.

LFP uses SEDEX for storing supplier audit data and tracking corrective actions.

### **Training and Awareness**

All workers receive information relating to modern slavery during the induction. Labour providers receive Stronger Together materials. Periodic training is completed via Stronger Together for senior managers.

LFP are Associate members of the Association of Labour Providers, and have regular attendance and participation in seminars, webinars and forums run by the ALP, the GLAA or the Seasonal Worker Taskforce to keep abreast of legislative updates and best practice activities.

### **Reporting Concerns**

Concerns can be raised confidentially to the HR Manager. LFP encourages open reporting and provides access to Stronger Together resources.

### **Approval and Publication**

This statement is approved by the Board, published on the company website, and entered into the UK Government Modern Slavery Statement Registry.



Managing Director

1<sup>st</sup> April 2026