

Newling Fruitgrowers Ltd

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 01 September 2027.

Newling Fruitgrowers Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

Newling Fruitgrowers Ltd has business operations in the United Kingdom, we operate in the Agriculture and Food Production sector.

The nature of our supply chains is as follows:

We work with a number of supermarkets, growing, picking and packing Top Fruit

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy - Identification Checks.
Legality to work in the UK – right to work checks
Check names and addresses.
We provide information to all new employees on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.
- Whistleblowing policy - Confidential Reporting.
Individuals are more likely to come forward to speak up against modern slavery if they are confident, they can do so anonymously and securely. We display Stranger Together posters and Tesco Protector Line posters throughout the business.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new agency supplier.

We consider that we operate in a high-risk environment because High levels of agency labour in the agricultural and food manufacturing sector.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will carry out a regular audit of agency worker suppliers - 100% of suppliers each year.

Training our staff

The Company requires managers/supervisors to have completed the Introduction to Tackling Modern Slavery in Business – For supervisors (UK&Ireland), and a Director or Packhouse Manager to have completed the Tackling Modern Slavery in Business – UK and Ireland.

The statement was approved by the board of directors.