



MODERN SLAVERY STATEMENT

FreshLinc Ltd is a privately owned business, specialising in the total supply chain management of temperature controlled fresh, chilled and horticultural product. We work closely with our customers and suppliers who are predominantly based around the UK.

We operate from South Lincolnshire, however we do have operating hubs located in Cambridgeshire, Nottinghamshire, Kent, Lancashire, and Worcestershire. We employ 730 direct employees across the FreshLinc Group.

FreshLinc Ltd is aware that slavery, servitude, forced labour and human trafficking continues to be a global issue and affects all industries.

In accordance with the Modern Slavery Act 2015, we continue to assess the risk within our supply chain in the UK which includes, direct employees, labour providers, as well as 3rd party contractors and service providers.

The HR Manager is the point of contact for all ethical matters within the company however we all have a responsibility for tackling Modern Slavery within the workplace.

Policies and procedures are held in place, these include Ethical Trading, Prevention of Illegal Working, and Anti-Bribery. Right to work checks are completed on all recruits. Audits are undertaken in respect of labour provision and where appropriate external audits by social compliance professionals are undertaken to ensure we meet our responsibilities. We have also included a confidential reporting procedure which can be used as an additional mechanism for reporting any concerns.

Senior Managers are aware and have been provided with information on “how to spot the signs” of Modern Slavery. We also support our customers aims in this regard and participate in supply chain initiatives and training.

Additionally, literature has been displayed in communal areas across all our premises in differing languages to ensure individuals are aware that assistance is available. We have access to Stronger Together resources.

Our induction programme which is applied to all workers contains a specific section on Modern Slavery providing help and advice should it be needed. This is regularly reviewed and updated as appropriate.

New recruits are inducted as individuals and we will not rely on any other person accompanying them or acting for them during the recruitment process. Similarly, we will not accept bank accounts that are not specific to the individual employed. We also assess information provided to us regarding domestic addresses, contact numbers and next of kin information. Original identity documents are reviewed and returned without delay.

Standard checks are completed in respect of new suppliers including bank accounts and company registration for those that are supplying labour into our business. Any areas of concern will be investigated and resolved with the supplier. Failure to do so will result in the trading relationship being terminated.

We urge anyone with suspicions of abuse of an individual within the workplace, please speak in confidence to the HR Manager.

A handwritten signature in blue ink that reads "Robin Hancox". The signature is written in a cursive style with a large initial 'R'.

Robin Hancox
Executive Chairman FreshLinc Group

1st April 2025