dps Modern Slavery Statement 2018 – 2019

We are fully committed to social, ethical and environmental responsibilities within our business and supply chain and have zero tolerance for slavery and human trafficking; the board review annually, at financial year-end of 30th September 2019.

Direct Produce Supplies Ltd and Terradace Holdings Ltd are involved in agriculture, oil and gas, and the importing of fresh produce

To demonstrate our commitment and transparency:

- Direct Produce Supplies Ltd and Terradace Holdings Ltd have published their slavery and human trafficking statement in the following locations http://www.dpsltd.com, https://tiscreport.org and www.modernslaveryregistry.org
- We have a senior manager responsible for ensuring the commitment, policies, practices, risk assessments and due diligence relating to the eradication of Slavery and Human Trafficking are upheld and progressed within our global supply chains, and businesses.
- Representatives have been part of the multi-stakeholder initiative aiming to reduce modern slavery, Stronger Together http://stronger2gether.org and attended bespoke training to ensure company compliance. Additionally, we became Stronger Together business partners in 2015.
- Induction for new employees of Direct Produce Supplies Ltd and Terradace Holdings Ltd includes a Stronger Together video to raise awareness of modern slavery.
- We require our suppliers to sign a dps Code of Practice annually. This prohibits the use of forced; bonded (including debt bondage) or indentured labour; child labour; involuntary prison labour; slavery or trafficking of persons; discriminatory practice; unsafe or inhumane working conditions; unreasonable working hours and pay and suppression of collective bargaining, in line with the Ethical Trading Initiative Base Code.
- As committed members of SEDEX (Supplier Ethical Data Exchange), we participate in the annual conference and stakeholder forums. We also require our suppliers to become members and to complete a comprehensive self-assessment questionnaire capturing labour supply.
- Within Direct Produce Supplies Ltd, high-risk suppliers are ethically audited to grower level by third-party auditing bodies. Our South African suppliers undergo SIZA audits at a frequency determined by the auditing body, while all other applicable suppliers undergo either SMETA, Rainforest Alliance, Fairtrade and GRASP audits on an annual basis. Where applicable, any critical non-compliances raised are followed up on and monitored to resolution. Additional workforce data is obtained for some suppliers relating to country-specific known ethical issues.
- Direct Produce Supplies Ltd are actively involved in several ethical initiatives to support ethical practice across our supply chains, for instance, the Spanish Ethical Trade Forum.

Directors for Direct Produce Supplies Ltd and Terradace Holdings Ltd have approved this statement.
Paul Beynon
Managing Director
March 2020