



## FARMCARE

### Farmcare Trading Limited ('Farmcare')

#### Modern slavery statement

##### Introduction

Farmcare is strongly opposed to slavery and human trafficking, and we strive to act ethically and with integrity in all our business dealings and relationships. We are committed to ensuring that slavery and human trafficking is not taking place anywhere within our business or the business of our suppliers.

This statement sets out Farmcare's understanding of all potential modern slavery risks related to our business, and the measures we have put in place to ensure that there is no slavery or human trafficking in our business or supply chains.

As part of the agricultural industry, Farmcare recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

##### Our organisation

Farmcare is the UK's leading farming and land management business that, through its third-party operational partners, grows high-quality arable and vegetable crops for retailers, food service and trade sectors.

Farmcare ceased its own operational farming activities in 2018, and no longer has any employees or workers of its own.

Farmcare maintains close relationships with its suppliers as it relies on its operational partners, including its managing agents and farming contractors, to farm and otherwise manage its land.

In turn, Farmcare's operational partners engage other third-party suppliers to assist them in discharging their obligations to Farmcare. The key areas in which our operational partners engage their own suppliers are:

1. The provision of agricultural chemicals and fertilisers; and
2. The provision of seasonal labour for farming activities.

##### Countries of operation and supply

Farmcare currently operates only in England and Scotland, and only utilises suppliers from this geographic region.

##### High-risk activities

Our contract farmers are responsible for sourcing any casual labour they require to farm our land, the demand for which peaks at harvest. Our review of the supply chain has indicated that this part of the supply chain presents the highest risk of slavery and human trafficking activity. We require our contract farmers to comply with all relevant laws (including in relation to modern slavery and human trafficking) when farming our land for us.

## Relevant policies

Farmcare operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its supply chains:

- **Risk management policy** – designed to keep all our activities in line with all applicable laws, regulations and codes of governance (including in relation to slavery and human trafficking).
- **Whistleblowing policy** – designed to make it easy to make disclosures, without fear of retaliation.
- **Procurement and agreements policy** – sets out factors that must be considered when selecting our suppliers, including whether the supplier will be a good business partner for Farmcare. This in turn involves considerations of supplier reputation and compliance with laws and ethical procedures. Our agreements and standard terms and conditions require suppliers to comply with the law (including in relation to modern slavery and human trafficking).
- **Fraud and corruption policy** – sets out our zero-tolerance position on bribery and corruption.

Our policies are monitored by a relevant policy owner and are reviewed at least every two years. We will continue to review and evolve our policies to ensure that they are effective and appropriate.

## Risk assessment and due diligence

We have assessed our suppliers in detail to ensure that these suppliers have appropriate policies and procedures in place to minimise the risk of slavery and human trafficking in their businesses.

We ensure that all suppliers are aware of our modern slavery policy and that they confirm that their business practices are in line with our expectations prior to their commencing trade with Farmcare.

Farmcare has broadly mapped the existing supply chain to identify key areas of risk and, prior to engaging any new suppliers, Farmcare ensures that Modern Slavery Statements for these suppliers are obtained and reviewed prior to engaging the supplier concerned.

In addition, the Farmcare Board reviews and monitors the action being taken to mitigate supply-chain risk as part of its oversight of Farmcare's risk management framework.