



MODERN SLAVERY STATEMENT

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. 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.

Senior Managers have all been provided with information on “how to spot the signs” of Modern Slavery, and the mechanisms involved with reporting concerns.

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

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

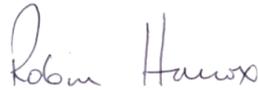
New recruits are inducted as individuals and we will not rely on any other person accompanying them or acting for them during the recruitment process. Similarly, we will not accept bank accounts that are not specific to the individual employed. We also assess information provided to us regarding domestic 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.

Key Personnel continue to keep abreast of new developments through online media, publications and seminars and where appropriate attend workshops including the Stronger Together initiative.

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
Managing Director

1st April 2020