

Modern Slavery and Human Trafficking Statement 2019

Pacific Produce Ltd is committed to the detection and prevention of modern slavery and human trafficking within the company's activities, service providers and supply chain. The following statement has been issued in accordance with the UK Modern Slavery Act 2015.

Pacific Produce believes everyone should be entitled to a safe workplace and fair employment. We expect these values to be shared with our partners and suppliers.

Pacific Produce Ltd Structure

Pacific Produce Ltd is an importer of fresh produce, primarily exotic and citrus fruit. The company was founded in 2010 in conjunction with a partner group in Peru to manage their European operations. The company now works with a number of growing sources globally, offering various routes to retail, food service and wholesale outlets within the UK and Europe. Pacific Produce Ltd operates from one office consisting of 12 permanent staff members located in Thame, Oxfordshire.

Policies and Procedures

We have established the following policies and procedures within our own activities to monitor and identify potential modern slavery:

- Pacific Produce employment and management ethical obligations
- Observance of the ETI base code
- Pacific Produce employs staff directly (not via agency) with individual contracts
- Staff awareness – training and subscription to the “stronger together” organisation.

These policies and procedures are reviewed where necessary in order to improve our controls in line with current regulation and developments.

We also hope with these policies and procedures we can raise awareness of modern slavery internally and externally and make a difference.

Risk Assessment within the supply chain

Although Pacific Produce sources produce from a number of high-risk rated countries, we have not encountered any instances of modern slavery. However, we are aware there can be circumstances where these sources do not always meet all the requirements of the Ethical Trade Initiative base code, even though they adhere to local regulations and laws. Pacific Produce has built strong relationships within the supply base and has therefore developed a strong knowledge of how suppliers operate their businesses. Pacific Produce are committed to only working with those suppliers and partners that share the same values.





PACIFIC PRODUCE

Pacific Produce Ltd is an AB member of sedex. Sedex (supplier ethical data exchange) is widely used by the industry to capture information concerning ethical standards from individual businesses, either by the means of self-assessment or third-party auditing (smeta standard). This tool allows us to link to our suppliers and continually monitor ethical compliance, including modern slavery. The sedex risk assessment tool identifies areas of concern from the data and allows us to target these areas more accurately and take necessary actions.

Modern slavery is also a part of our own due diligence controls. Despite long relationships with suppliers and service providers, we remain alert to potential developing risks, especially from external factors that could influence standard practices, such as migration. All suppliers and service providers are required and expected to monitor their own businesses and suppliers and warrant that measures are in place to prevent such occurrences as a part of our supplier approval pack. In addition to sedex, regular supplier visits (1st, 2nd party) will also include monitoring of such activities.

Pacific Produce collaborates with the customer base within the UK to share knowledge and combat social and ethical concerns from an industry wide supply perspective. The shared information helps us identify common concerns and allows us to target them specifically to offer support and potential solutions.

Pacific Produce also considers feedback from the supply base just as important. Constant communication with the suppliers is vital to understand how occurrences may arise and develop within the industry.

Targets – 2019

As a means of continual improvement and raising awareness of modern slavery, Pacific Produce have set the following targets for the 2019 financial year:

- Key staff from Pacific Produce to attend an industry related course relating to modern day slavery with the aim to gain a better understanding, improve current controls and raise awareness within the company and supply base.
- Pacific Produce staff to complete “stronger together” E-learning training on tackling modern day slavery in businesses
- All farms to be registered on sedex and linked to Pacific Produce with at least the self-assessment completed to 100%
- Only permit packhouses from the high-risk sources which conduct annual third-party ethical compliance audits. Preferably the sedex “smeta” audit, but an industry recognised equivalent in line with our customers’ expectations is also acceptable.





PACIFIC PRODUCE

Future plans

In addition to the targets set above, Pacific Produce will also be looking for opportunities to work with specialist companies at source to encourage our suppliers to attend local training / seminars. We are also looking to collaborate with likeminded UK based companies within the same industry to develop presentations and material that could be distributed to our suppliers to raise awareness within their businesses and supply chain even further.

This statement has been prepared in accordance with the UK Modern Slavery Act 2015 and has been approved by the Pacific Produce Ltd Managing Director

Robert Cullum

Managing Director – Pacific Produce Ltd

References / resources

Modern slavery act 2015: www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf

ETI base code: www.ethicaltrade.org/resources/eti-base-code

Stronger together: www.stronger2gether.org/

Sedex: www.sedexglobal.com/

