



Modern Slavery Act – Slavery and Human Trafficking Statement

Watts Farms Produce Holdings Ltd incorporates Watts Farms Catering Ltd and Watts Farms Packers Ltd. Watts Farms Catering is a food service company, supplying restaurants and hotel groups and conducting home shopping deliveries in SE England. Watts Farms Packers Ltd are growers and pre-packers of fresh produce to retailers, wholesalers and processors.

Watts Farms is committed to ensuring that the organisation is fully equipped to identify and eliminate any human trafficking and Modern Slavery issues within its supply chain and own businesses.

Key areas of Focus are: -

- Working closely with GLAA:-
 - Where agency labour providers are used an active check on their licence approval is carried out via GLAA active checking service
 - Attend key meetings and conferences to maintain Watts Farms understanding of the latest developments and risks
- Training, Education and Awareness raising – Watts Farms regularly receives updates on Human trafficking issues, key focus areas, concerns and provides in-house training to ensure all key staff are equipped to understand and identify the issue. Working closely with specialist organisations to provide specialist support and training – e.g. stop the traffic, GLAA. In 2020 Watts Farms will continue to increase awareness of indicators of modern slavery to all members of staff.
- Supply chain management – we require all raw material suppliers to be members of sedex and provide warranty statements to confirm compliance with Ethical Trading Initiative base code standards. In addition, we require them to state the Modern slavery preventative actions they have established.
- Stronger together – Watts Farms fully support the stronger together campaign and key staff have attended awareness workshops and use the tools provided to strengthen business performance over the last few years. In 2020 this training will continue to be provided to further employees.
- Information sharing – Sedex – Watts Farms is a member of Sedex (Supplier Ethical Data Exchange) and share their self-assessment information and third party audit reports through this platform.
- Seasonal workers – the majority of seasonal workers are directly employed by Watts Farms through this approach we aim to minimise the use of agency labour providers and the potential associated risks.
- Empowering workers – information is provided to workers on their rights and how to report concerns in native languages.
- There has been an increased focus since 2018 on communication forums and reporting channels within the company for all employees. This focus will remain at the fore front of our awareness communication strategy
- We will continue to develop our Responsible Recruitment, utilising the Responsible Recruitment toolkits.
- Improvements will be made to further develop and refine risk assessment and engagement with suppliers, to reduce risks in areas of concern.

On behalf of the board


Joe Cottingham (Director) 01/06/2020