



MODERN SLAVERY ACT – The Summer Berry Company (UK)

SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR November 2020/2021

Organisation

This statement applies to The Summer Berry Company (UK) (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2019/2020

Organisational structure

The Summer Berry Company (UK) is in West Sussex and is a leading UK grower and supplier of strawberries, raspberries, blackberries and blueberries. Over 1400 people are employed and accommodated on our farms near Chichester. We also operate a state of the art cool chain, controlled atmosphere storage and logistics operation. We pack all of our own soft fruit, together with some from other UK growers.

Our business values are based in our "ROOTS":

Simply referring to Respect, Ownership, Openness, Trust and Support, the aim is to ensure our culture is embedded with these values and behaviours. All employees are responsible to ensure compliance with the Modern Slavery Act.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical a abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 within the business and our supply chain with a consistent zero tolerance approach. The organisation has made significant steps to ensure that there is no complacency, completing and committing to several actions designed to ensure compliance along with setting clear Key Performance indicators, the appointment of a Slavery Compliance Officer and embedded People Management Policies that ensure the highest Business Ethics are maintained in all areas. All details are laid out in the Modern Slavery Policy.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and has been approved by the Company's Chief Executive Officer. This is reviewed and updated annually

Date of approval: 23rd November 2021

Signed:

Richard Bonn
Chief Commercial Officer