

Lincolnshire Field Products



MODERN SLAVERY STATEMENT

This modern slavery statement has been created in accordance with section 54 of the UK Modern Slavery Act 2015. It sets out our understanding of the potential risks of modern slavery and the actions that Lincolnshire Field Products Ltd have taken to reduce such risks and ensure no slavery or human trafficking occurs within our supply chain.

We are aware that slavery, servitude, forced labour and human trafficking is a global issue and affects all industries. We recognise our responsibility within the food industry and are committed to driving out exploitation through collaboration with our supply chain partners.

Lincolnshire Field Products Ltd is a farming, grower and packing business which specialises in fresh vegetables (predominantly Brassica), potatoes, sugar beet, and cereal crops. We supply a variety of customers including major retailers, food processors, and wholesalers.

We operate from South Lincolnshire in the UK and much of our product portfolio is UK grown. However, we may source additional products from Spain, Senegal, Morocco, France, Holland, and Poland.

We employ both direct and agency labour within our farming and factory premises and appreciate that the employment of seasonal and casual labour through agencies may be considered a higher risk.

However, all labour providers are licensed through the Gangmaster and Labour Abuse Authority. Additionally audits of labour providers used in the UK are undertaken and where appropriate external social compliance professionals are engaged to ensure we meet our responsibilities. Audits are completed in-person twice a year by our HR Manager as part of our due diligence process. We will not use any unlicensed labour providers.

The HR Manager is responsible for the production of policies which are developed in line with prevailing government legislation and codes of practice. These policies include Ethical Trading, Equal Opportunities, Business Integrity and Anti-Corruption, Human Rights, Prevention of Hidden Labour Exploitation, Prevention of Illegal Working, Whistleblowing and Domestic Abuse. We operate an open-door policy for any concerns or queries to be raised.

The supply chain is periodically provided with an Ethical Trading questionnaire, whereby all details must be declared to provide assurance that statutory requirements are met, safe working conditions are provided and that workers are treated with dignity and respect.

Lincolnshire Field Products Ltd are members of SEDEX where audit records can be held, and the supply chain may share data regarding compliance with labour standards. We are also associate members of the Association of Labour Providers which allows us to keep abreast of industry

developments, legislative changes, and best practice. The HR Manager routinely participates in webinars, seminars, and round table events.

All workers attending our premises participate in a site induction, which includes information relating to modern slavery. They are also provided with information from the “Stronger Together” initiative, offering help and support.

Agency Labour providers are also provided with information from the “Stronger Together” website.

Members of our senior management team have previously attended Stronger Together – Tackling Modern Slavery in UK Business training and are aware of what “signs” to look for. This will be refreshed periodically.

We encourage anyone within our premises or wider supply chain to report any suspicions regarding the abuse of an individual within the workplace to speak to the HR Manager in confidence.

The Board of Directors agree to this statement. It will be published on our website, and information will be formally recorded on the Modern Slavery Statement Registry (provided by the UK Government).

A handwritten signature in purple ink that reads "Robin Haux".

Managing Director

1st April 2025