

East Suffolk Produce Ltd Modern Slavery Policy

Purpose

East Suffolk Produce Ltd is committed to preventing modern slavery and human trafficking in all its forms. This policy outlines our approach to ensuring that our business and supply chains are free from modern slavery.

Scope

This policy applies to all employees, suppliers, contractors, and third parties engaged with East Suffolk Produce Ltd.

Definitions

- **Modern Slavery:** This includes slavery, servitude, forced and compulsory labour, and human trafficking.
- **Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons by means of threat, force, coercion, abduction, fraud, or deception.

Policy Statement

East Suffolk Produce Ltd:

- **Opposes** all forms of modern slavery and human trafficking.
- **Ensures** that our business operations are conducted without the use of forced labour or exploitation.
- **Promotes** transparency in our supply chains and expects the same from our suppliers.

Responsibilities

- **Management:** Responsible for implementing this policy and ensuring compliance across the organization.
- **Employees:** Required to report any concerns related to modern slavery or human trafficking to their manager or HR.
- **Suppliers:** Expected to adhere to ethical practices and comply with relevant laws regarding modern slavery.

Due Diligence

East Suffolk Produce Ltd will:

- Conduct risk assessments to identify potential areas of modern slavery within our supply chains.

- Require suppliers to complete a modern slavery risk assessment questionnaire.
- Review and monitor suppliers for compliance with our modern slavery standards.

Training and Awareness

- All employees will receive training on modern slavery and human trafficking to understand the signs and reporting mechanisms.
- Regular updates and resources will be provided to ensure ongoing awareness of this issue.

Reporting and Whistleblowing

- Employees are encouraged to report any suspicions of modern slavery or human trafficking through the established whistleblowing channels.
- Reports will be taken seriously and investigated thoroughly, ensuring confidentiality and protection from retaliation.

Review and Monitoring

- This policy will be reviewed annually to ensure its effectiveness and alignment with legal requirements.
- Updates will be made as necessary to improve our practices and prevent modern slavery.

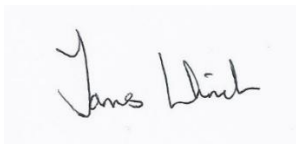
Compliance

East Suffolk Produce Ltd is committed to complying with the Modern Slavery Act 2015 and other relevant legislation. Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or contracts.

Conclusion

East Suffolk Produce Ltd is dedicated to combating modern slavery and ensuring ethical practices within our operations and supply chains. We believe that our commitment to this policy will contribute to a fairer and more just society.

Signed on behalf of East Suffolk Produce Ltd by:

A handwritten signature in black ink, appearing to read 'James Wrinch', is displayed on a light blue rectangular background.

James Wrinch – Managing Director

Date: 14th November 2025