



Modern Slavery Statement

Modern slavery and human trafficking is a horrific crime that is a violation of human rights and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. We recognise that every company is at risk of being involved in this crime through its own operations and its supply chain.

However, there are steps we can all take to help eradicate this ill from society. One of the best ways to do this is by raising awareness and educating others about the fact that slavery does still exist.

At Premier Produce Scotland Limited we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

We have taken steps to tackle modern slavery, as outlined in our statement.

This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

We firmly believe that everyone should have the opportunity to work in a respectful, professional and caring environment. All of our employees have a personal responsibility for maintaining a respectful working environment free of abusive or unprofessional conduct.

Our commitment to respect in the workplace extends beyond our own company and includes working with our suppliers to support a fair and respectful workplace for all. While working with our suppliers we promote ethical principles and practices with the aim of preventing the exploitation and abuse associated with slavery and human trafficking worldwide. We expect commitment to these principles from our whole supply-chain and will not support or knowingly do business with organisations involved in slavery or human trafficking. We also have an anti-slavery statement built into the Job Descriptions of all our trading staff.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.



We have established:

- We encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking. We provide a staff suggestion box which could be used for this purpose.
- Code of Conduct - this encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee behaviour and when operating our business and managing our supply chain.
- Supply Chain and Purchasing guidance - we have updated our guidance and contracts to make explicit reference to slavery and human trafficking.
- Staff awareness - We have put signs up on notice boards for ALL staff to see.
- We have published link on company website.

Signed: *Paul Downey*,

Title: Managing Director

Date: 31 July 2021