



MODERN SLAVERY STATEMENT

Policy Number: CF004v1

Introduction

Charltons, a family-owned organisation situated in Kent and Norfolk, currently operates on approximately 5 hectares of cherries, 148.5 hectares of strawberries, 7 hectares of raspberries and 220 hectares of apples. We manage controlled atmosphere storage and a packing business which incorporates not only UK-grown fruit but also fruit sourced globally. With operations span multiple farming sites, and our collaboration with a global supply base allows for a year-round business model.

Charltons recognises its responsibility to ensure that all business activities are conducted in a manner free from modern slavery and human trafficking. This policy outlines our commitment to preventing such practices within our organisation and supply chains.

Scope

This policy applies to all employees, workers, contractors, suppliers, and business partners of Charltons, as well as all operations and activities undertaken on behalf of the organisation. The information included in the statement refers to the financial year 2024/2025.

Policy Statement

Charltons is dedicated to conducting all business activities in compliance with the Modern Slavery Act 2015. We unequivocally reject any form of modern slavery or human trafficking in our operations or supply chains. We pledge to proactively identify and address any risks of modern slavery or human trafficking, working collaboratively with our employees, suppliers, and business partners to eradicate such practices wherever they may exist.

Our Policies in Relation to Modern Slavery

Our business maintains a range of policies covering procedural guidance, training, and ethical commitments. We are actively engaged in initiatives and associations aimed at combating modern slavery.

Our policies cover various aspects, including:

- ✓ Modern Slavery
- ✓ Young Persons Under 18 Policy

- ✓ Equal Opportunities
- ✓ Anti-harassment Policy
- ✓ Anti-bribery and Corruption
- ✓ Grievance
- ✓ Ethical
- ✓ Whistleblowing
- ✓ Responsible Resourcing and Recruitment
- ✓ Health & Safety Policy
- ✓ Eligibility to Work in the UK Procedures, including checks on personnel information and bank accounts to prevent suspicious duplications
- ✓ Collaborations with non-profit organizations known for ethically recruiting seasonal workers, registered by the GLA
- ✓ Oversight of labour sourcing, recruitment, and worker placements by trusted and competent staff members
- ✓ Participation in initiatives like the Stronger Together campaign
- ✓ Posting of "Hidden Labour Exploitation" information and notices at key farming and packing sites, in multiple languages, with encouragement for reporting suspicions
- ✓ Membership in SEDEX Information Exchange
- ✓ Adherence to the ETI (Ethical Trading Initiative) base code, with regular audits to ensure compliance
- ✓ Annual audits by recruitment companies to assess workers' well-being
- ✓ Regular audits by external third parties as part of collaborations with major retailers, with results published on SEDEX

Responsibilities

All employees and workers of Charltons are responsible for understanding and complying with this policy and for reporting any concerns or suspicions of modern slavery or human trafficking to their line manager or the designated HR representative. We also expect our suppliers and business partners to adhere to this policy and take measures to ensure that modern slavery and human trafficking do not occur in their own operations and supply chains.

Risk Assessment

We will conduct risk assessments to identify potential areas of risk of modern slavery or human trafficking within our operations and supply chains as necessary. We will utilise the findings of these assessments to develop and implement appropriate measures to mitigate and manage any identified risks. Risk assessment is supported by membership of SEDEX and, where necessary, SMETA auditing. We also utilise information from sources such as Stronger Together and the Association of Labour Providers to bolster our industry intelligence.

Training

We will provide training to all relevant employees and workers on modern slavery and human trafficking, including how to identify potential indicators of these practices and how to report any concerns or suspicions. We will also ensure that our suppliers and business partners are aware of our commitment to preventing modern slavery and human trafficking, and we will collaborate with them to ensure that they have appropriate policies and procedures in place to prevent these practices.

Monitoring and Review

We will monitor the effectiveness of this policy and our efforts to prevent modern slavery and human trafficking. We will periodically review this policy to ensure that it remains current and effective in addressing the risks of modern slavery and human trafficking in our operations and supply chains.

Conclusion

Charltons is steadfast in its commitment to preventing and combating modern slavery and human trafficking in all our operations and supply chains. We maintain a zero-tolerance approach to any form of modern slavery or human trafficking and expect the same high standards from all our collaborators. We will continue to proactively identify and address any risks of modern slavery or human trafficking, striving to eradicate these practices wherever they exist.

Charltons, Rumwood Green Farm, Langley, Maidstone, Kent ME17 3ND

Signed by:

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Linda Charlton, Director, 24th July 2024