



Modern Slavery Statement 2018/19

Manor Fresh remains completely committed to achieving an ethical supply chain that is free from all forms of worker exploitation. We recognise the challenge is difficult and we are committed to work in partnership with our supply chain partners to deliver whatever is reasonably practicable to mitigate potential risks.

Risks that we have identified have seen significant improvement to date and we are committed to continue to reduce these further. Likewise, we expect suppliers to Manor Fresh, both direct and as a part of our wider supply chain, to adopt similar values and support our efforts throughout their own supply chains. We appreciate that only through close collaboration will be able to combat modern slavery and human trafficking.

During the last year we have mitigated identified risks, significantly improved awareness training and made good procedural progress. We intend to continue this work in line with our evolving ethical strategy.

Organisational structure

Manor Fresh Ltd is a privately owned business involved in the supply of high quality vegetable and potatoes to leading UK retailers and food service customers.

Our business began trading as a new corporate entity in April 2006 following a merger between two previously established UK based fresh produce companies. We have a focused and multi-disciplined management team who are familiar with site policies and procedures relating to potential Modern Slavery issues and challenges.

Our business

Manor Fresh supplies its customers with a broad range of pre-packed fresh potatoes and vegetables. Our business has an annual turnover of approximately £54 million pounds and directly employs around 160 people.

In addition, at certain times of the year, we engage smaller numbers of temporary workers through supply agreements with fully accredited and licensed agency labour providers.

Our supply chains

Manor Fresh works closely with its customers, growers and suppliers who are predominantly based in the UK. We operate from a base near Holbeach, South Lincolnshire.



In addition to our Holbeach operations, we work closely with carefully chosen strategic UK based fresh produce growers and a limited number of overseas suppliers, as fresh produce seasonal and regional supply dynamics require. Due to the relatively broad range of vegetable and potato products that our business deals with on a daily basis, we recognise that we need to continue working closely with our growers in an attempt to improve overall standards and compliance.

Our approach to addressing the issues of Modern Slavery

Manor Fresh are committed to operating in a progressive and responsible manner in order to systematically reduce the risk of slavery and human trafficking within our business and associated fresh produce supply chains.

We work hard across our whole business supply base to embed further the positive principles of fairness, employee safety and ethical awareness that are pillars of our business.

We regularly review and improve upon existing practices and strive to identify those areas within our business where more work and focus can deliver sustainable and further improvements.

We consult and collaborate with government agencies, law enforcement, regulatory authorities and charities as well as our supply chain partners, sharing both intelligence and experience.

Current activities

In the past 12 months, Manor Fresh has collaborated with customers, suppliers, enforcement bodies, government and NGO s to share best practice and improve our intelligence networks. In total, through our collaborative efforts, we have engaged separately with over 130 organisations and raised awareness with over 1800 people from outside of the Manor Fresh business.

A bespoke scorecard has been developed and deployed within our business such that we can measure and appraise the progress that we are making in respect of those risks we identify.

Our staff have also been active in the wider sphere of interest and influence and have collaborated on a number of much wider projects relating to modern slavery and human trafficking.

A GLAA video developed in collaboration with Manor Fresh continues to receive 'hits' on YouTube and has now received over 10,000 views.

Measuring our effectiveness

During the past 12 months, Manor Fresh's compliance score against our supplier risk assessment scorecard has shown an improvement of 4% with the biggest areas of improvement being within due diligence and supply chain awareness training.

Against our key scorecard supply chain measurements, we have seen improvements in 51 supply chain areas, no change in 2 areas and a decline in scores in 14 areas. Our continuous improvement ethos and methodology is deployed to manage performance in these challenging areas.



Through our efforts and profile, Manor Fresh continues to be acknowledged as a leading positive 'industry force' within this challenging area.

Manor Fresh remains the only UK labour user to have been formally recognised by their main retail customer (M&S) and the GLAA for their work in tackling Modern Slavery since 2000.

Despite previous progress regarding building overall awareness of Modern Slavery across our people and broader business activities, it is increasingly clear that the insidious challenge of Modern Slavery within the UK has far from diminished and remains a significant area of focus for us.

Training of our staff

The ongoing training and increased awareness of modern slavery and human trafficking is a key priority for the Manor Fresh business.

Due to the amount of focus within our business, we have developed our own training courses and structure, which we adapt and deliver on a 'live' and ongoing basis to both new and existing colleagues as new risks and tactics of the traffickers emerge. We actively encourage all our staff to be constantly vigilant and to report any concerns they might have to management. We also provide a confidential and anonymous telephone hotline service.

Going forward, Manor Fresh will continue to work with our staff members, supply partners and relevant agencies to actively investigate any suspected instances of slavery or human trafficking. We and our supply chain partners continue to make positive progress but we understand that there is and will continue to be much work still to be done if we are to help combat this abhorrent crime.

Board approval

This statement has been approved by our Board of Directors, who will review and update it annually.



27 September 2019

Michael Scott

Managing Director

Manor Fresh Ltd

