



## **MODERN SLAVERY HUMAN TRAFFICKING STATEMENT 2018**

Cobrey Farms believe all employees from the first contact with the business to the end of their contract of employment deserve to be treated fairly and ethically. Cobrey Farms is committed to ensuring this principle is applied to all regardless of race, religion, nationality and sex. We are business partners of Stronger Together and use this as a basis for recruitment and employment across the business.

Whilst we endeavour to ensure these standards are met there are risks within agriculture and horticulture for exploitation of workers including slavery and human trafficking. Modern Slavery is a term which encompasses slavery, servitude and forced or compulsory labour. Human trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited. Cobrey Farms has a zero tolerance of human trafficking and modern slavery.

Cobrey Farms is not required by the Modern Slavery Act 2015 to produce a Modern Slavery statement, however we continue to strive to ensure that modern slavery and human trafficking does not occurring in our organisation or in our supply chains.

Cobrey is committed to ensuring employees and managers understand their rights and we work hard to ensure people are comfortable in confiding in our welfare team if they have concerns or worries.

As a Stronger Together partner we use the following methods to educate and support our zero tolerance of modern slavery and human trafficking:

1. During induction training all employees are required to complete a questionnaire on how they were recruited and to improve confidence in answers an additional questionnaire will be conducted after 2 months of working on the farm.
2. All employees are annually shown the Stronger Together video and all mobile homes have leaflets and contact details within their employee welcome pack.
3. Our HR team and Managers regularly attend training and updates and work with the GLAA.
4. We educate our managers and team leaders on how to spot those who may be vulnerable and support them to raise concerns with the HR and Welfare teams.
5. Application form data is analysed for trends and any concerns investigated.
6. Cobrey Farms has policies which help to ensure all members of the team know how to assess, prevent and mitigate the risk of modern slavery existing in the organisation and its supply chains including - Recruitment and Retention Policy, Ethical Trading Policy, Whistleblowing Policy, Application and Human Trafficking Policy and Freedom of Association and Collective Bargaining Policy.

7. Cobrey Farms has an independent whistleblowing helpline for anyone with concerns and provides welfare support and has a workers committee.
8. Cobrey Farms is a member of SEDEX, is regularly audited and has adopted the ETI base code, including the Code of Human Rights, Basic Working Conditions and Corporate Responsibility, to address workplace issues such as working hours, child labour, forced labour, non-discrimination, freedom of association, health and safety and the environment.

We believe these principles should be used throughout our supply chain and work with suppliers and customers to encourage embedding of these principles in their own processes and operations.

Cobrey Farms HR Team is responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking, and identifying the business practices which are in place to ensure effective reporting and effective action to address modern slavery.

This statement has been approved by Cobrey Farms partners and will be reviewed and updated annually.