



## POLICY

### Policy

### ASHTS001 – Anti- Slavery and Human Trafficking Statement

#### Revision #

1

#### Implementation Date

20.01.2026

#### Page #

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#### Last Reviewed/Update Date

20.01.2026

#### Created by

Emma Hill

#### Approval

Simon Leaver

## Anti- Slavery and Human Trafficking Statement

### 1: Opening statement from senior management

Fylde Fresh and Fabulous Ltd is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers. At Fylde Fresh and Fabulous Ltd, our commitment to quality extends beyond our produce to the people who make our business possible. We recognise that modern slavery is a global threat, and as a leader in the UK potato processing industry, we take our responsibility to eliminate exploitation very seriously.

We operate a zero-tolerance approach to modern slavery and human trafficking within our own operations and our wider supply chain. We are committed to acting ethically and with integrity in all our business dealings and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our business.

**Simon Leaver, CEO**

### 2: Structure of the organisation

Fylde Fresh and Fabulous Ltd is a vegetable grower and processor in the food manufacturing sector supplying ready meal and soup manufacturers as well as food service distributors amongst others. It is the principal operating company within FFF Holdings Ltd and is the only group company that meets the reporting threshold under section 54 of the Modern Slavery Act 2015. Fylde Fresh and Fabulous Ltd employs 82 people and operates solely in the UK.

To find out more about the nature of our business, please see our website: [www.fyldefreshandfabulous.com](http://www.fyldefreshandfabulous.com)

In order to process raw vegetables and deliver high-quality products to its customers, Fylde Fresh and Fabulous Ltd operates a diverse and integrated supply chain. Our supply chain is categorised into three primary areas:

- **Primary Agricultural Producers:** The core of our business relies on a network of dedicated British vegetable growers. We maintain long-term, strategic partnerships with these farms, many of whom have worked with us for over a decade. This allows for full traceability from field to factory.
- **Labour Providers:** We partner with labour agencies. We ensure these partners are GLAA-licensed and adhere to the highest standards of worker welfare. We strive to work on a 12-week transfer period from agency to permanent contract.
- **Consumables and Logistics:** We work with a range of secondary suppliers for packaging materials, specialised machinery maintenance, and temperature-controlled distribution.



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Simon Leaver

### 3: Policies

As part of our commitment to combating modern slavery, we have implemented the following policies:

- Responsible Sourcing Policy v9
- Anti-Slavery Policy V1

### 4: Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures:

- Our manufacturing sites are registered with SEDEX and have completed a self-assessment questionnaire.
- We require that suppliers are registered on SEDEX which provides us with visibility into their Self-Assessment Questionnaires (SAQs) and ethical audits, enabling us to assess supplier information

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistle-blowers

### 5: Risk and compliance

We conduct annual supplier reviews and use the SEDEX risk assessment tool

We consider that we operate in high-risk sectors or locations because food processing and agriculture are often highlighted by the GLAA as higher-risk sectors for seasonal labour, we therefore only work with labour agencies with are GLAA licensed and they have annual audits completed on them

If we find evidence of a failure to comply with our policies, we will immediately seek to terminate our relationship with the relevant supplier.

### 7: Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. Examples of training courses we have administered this year include:



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- All new starters attend and complete the company induction which covers modern slavery
- HR attended training with Stronger Together

### 8: Further actions and sign-off

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- The Senior Leadership Team and any Direct Reports with line management responsibilities will complete an online Human Trafficking and Modern Slavery training course
- Relevant managers to attend an SEDEX online session for increased knowledge

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Fylde Fresh and Fabulous Ltd.'s slavery and human trafficking statement for the financial year commencing 1<sup>st</sup> March 2024 and ending 31<sup>st</sup> July 2025.

This statement was approved by the Board of Directors on 20<sup>th</sup> January 2026

Signature:

Director

VICTORIA SPALDEN

Fylde Fresh and Fabulous LTD

Date: 20<sup>th</sup> January 2026

