



*Driscoll's*<sup>®</sup>  
Only the Finest Berries™



# Modern Slavery Statement

Berry Gardens Ltd (trading as Driscoll's UK)  
Financial Year 2023

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# Introduction

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains. This statement applies to Berry Gardens Ltd, trading as Driscoll's Maidstone and has been published in accordance with the 'Act' and sets out our commitment to playing our part in eradicating modern slavery. The information in this statement refers to the financial year from Jan 2023 to December 2023.

As a business we are very aware of the constantly changing issue of Modern Slavery and Human Trafficking and are committed to operating our business in a transparent and responsible manner, striving to achieve and maintain the highest ethical standards and respect for human rights.

We take a zero-tolerance approach to Modern Slavery and seek to ensure all our employees and workers are aware of Modern Slavery and Human Trafficking and how to raise any concerns related to this in confidence.

Over the past 12 months we have taken a number of positive

steps with regards to preventing Modern Slavery within our business which are detailed in this report.

In the year ahead we will continue to develop our approach to managing the risks of Modern Slavery within our business and supply chains and work collaboratively with other organisations and stakeholders to share knowledge and respond to risks with the aim of eradicating Modern Slavery.

This statement was approved by the Driscoll's EMEA Leadership Team.

*Ellen van der Wees*

VP of HR - Driscoll's of Europe, Middle East and Africa.  
April 2024



# Organisational Structure and Supply Chain



Berry Gardens Ltd has been owned by Driscoll's since 1<sup>st</sup> November 2022 and supplies both UK and imported soft fruit to retailers, wholesales and catering outlets. The UK headquarters is based in Kent and employs a team of more than 350 employees.

Driscoll's has over 100 years of farming heritage and hundreds of independent growers around the world. We are passionate about growing great tasting strawberries, blueberries, raspberries and blackberries. We are the global market leader for fresh berries grown in more than 22 countries and sold in more than 60.

Our global reach and the nature of our business means we operate in some countries which are of higher risk of

Modern Slavery. To mitigate these risks, we work closely with our suppliers and take a transparent, structured, aligned and sustainable approach to tackling Modern Slavery across our supply chain.

Over the past 12 months the UK site has become more integrated into the wider Driscoll's organisation and will continue to further integrate over the next 12 months. This means that we are able to collaborate with Driscoll's growers supplying from all countries allowing us to maintain our focus and activities in the UK with regards to Modern Slavery. In the UK this work is led in the UK by our HR and Technical teams supported by the local and EMEA business unit management teams.



# Policies in relation to Modern Slavery

We have 2 main policies in place that relate to Modern Slavery and support our aim of preventing Modern Slavery within our organisation and our supply chains. These policies are underpinned by The Ethical Trading Initiative Base Code and the UN Guiding Principles on Business and Human Rights. These policies are:

- Preventing Hidden Labour Exploitation Policy
- Whistleblowing Policy

We expect businesses that work with us to respect the human rights of their employees and workers and to take all reasonable steps to prevent Modern Slavery within their own organisations. We will not knowingly work with those that do not.

We are a member of SEDEX and are

independently audited to these standards.

In addition to the policies mentioned that specifically relate to Modern Slavery we also have effective grievance mechanisms and treat any allegation of a breach of our policies seriously. We provide an independent and confidential whistleblower line that enables employees, customers and suppliers to raise any concerns in their native language via a number of channels including a multi-lingual phone line to help remove any communication barriers.

NO worker should pay for a job

We DO NOT employ child labour



# External Partnerships



Modern Slavery is a global issue, that we cannot solve in isolation. One of Driscoll's core values is the humility to respect and learn from our colleagues and competitors which we feel is particularly appropriate where Modern Slavery is concerned and as such, we work in collaboration with specialist organisations such as Stronger Together, with whom we are proud to hold Business Partner status and with competitors and suppliers through specialist forums such as FNET, Spanish ethical trade forums and other retailer hosted events.

# Due Diligence Processes

## Supplier Risk Assessments

We risk assess all of our suppliers through industry relevant bodies and conduct business to the Ethical Trading Initiative (ETI) principles. Audits are carried out by trained auditors on a periodic basis depending on risk.

## Agency Audits

Our HR team carry out regular audits annually on our temporary labour providers and assess them for statutory compliance in line with UK legislation, GLAA licensing standards, their adherence to ETI Base Code, Agency Worker Regulations and other general employment and financial legislation.

All non-conformances are recorded and have to be closed out within agreed timescales. Serious non-conformances, particularly in relation to Modern Slavery concerns could result in termination of contract.

## Worker Voice Survey

Our workforce had the opportunity to take part in the nGaje worker

voice survey last year which gives them the chance to raise concerns anonymously and give us an understanding of how engaged they feel.

## SEDEX Self Assessment Questionnaire

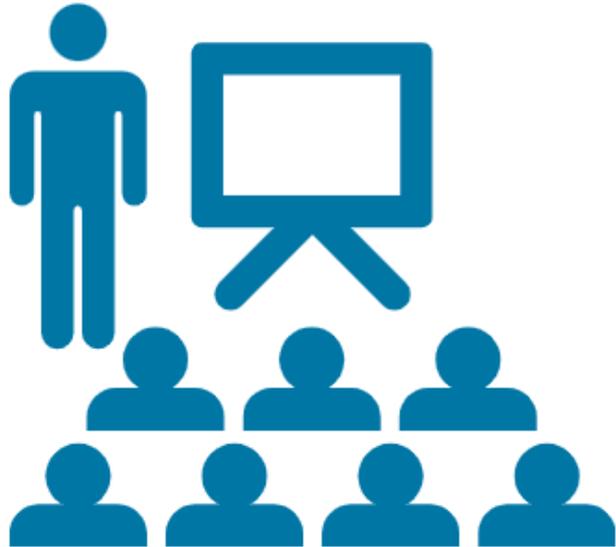
We ensure that our Self Assessment Questionnaire on SEDEX is regularly updated so our customers and suppliers can see what measures we have in place and what we are working to achieve.

## Summary

We feel the measures we have in place are a strong foundation for us to continue to build upon and demonstrate our commitment to preventing Modern Slavery within our business and to being transparent and collaborative with our policies and procedures.



# Training and Raising Awareness



We work hard to continually raise awareness of Modern Slavery and employee rights amongst our colleagues and agency workers from the point of induction. We utilise resources from Stronger Together to ensure that information is delivered in employees and workers native languages where possible.

We display multi-language posters around site, including on the back on toilet cubicles with

information about Modern Slavery, including indicators and how to get help if it is needed.

During this reporting year members of the Technical Team attended the Modern Slavery Intelligence Network conference and attended the Stronger Together 10-year anniversary event.

# Measuring Effectiveness

To date, we have not been measuring and reporting on any specific KPIs in relation to Modern Slavery. As a business we have been completing the Stronger Together Progress Reporting Tool and do also monitor and report on other ethical and sustainability related KPIs.

Over the past 12 months we have instead been focusing on ensuring we provide training to all employees and workers and raise as much awareness about Modern Slavery as possible.

In the coming 12 months we will look to introduce some separate KPIs in relation to Modern Slavery that will help us monitor

and measure our effectiveness moving forward.

These KPIs are likely to be:

- Number of worker welfare interviews completed monthly
- Year-on-year improvements on the Stronger Together Progress Reporting Tool
- Maintaining and/or improving upon our Stronger Together Business Partner status
- Hosting an annual modern slavery awareness event and increasing attendance year-on-year

# Priorities for the Next 12 Months

Over the next 12 months our plans include:

- Hosting a Modern Slavery awareness event in October to coincide with Anti-Slavery Day
- Providing training opportunities for all managers and supervisors on how they can spot the signs of Modern Slavery and report concerns
- Creation and monitoring Modern Slavery specific KPIs
- Collaborate with suppliers, customers and other industry groups to share knowledge and further develop our understanding of Modern Slavery as it continues to evolve and change
- Maintain our Stronger Together Business Partner status

