

A G Thames Modern Slavery Statement



Modern Slavery and Human Trafficking Statement

The Statement Process:

In line with the Government guidelines and best practise on Modern Slavery Statement, this statement is reviewed annually by the AGT Board, will be signed by the AGT company director responsible for Human Rights and the environment, and will be available to view on the Company's public website.

The AGT board meeting held on Wednesday 15 February 2023 approved this statement.

Who are A G Thames and what do we do:

This statement applies to Fruit Logic and Chingford Fruit Ltd who form part of the AG Thames group. These companies deal with a variety of fruit types including Citrus, Tropical, Topfruit, Stonefruit, Exotics and salads having suppliers overseas. The company operates a packing facility in the UK.

A G Thames aim to always exceed the required standards of ethical, environmental and Human rights for both its own company and the companies within its supply chain and influence, by following the requirements of the Law and the ETI Base Code as well as the implementation of our regularly reviewed company Ethical Strategy and policy.

Our Company Operations:

Fruit Logic - Our central packing operation.

Our UK packing facility is based at Crayford and runs with a combination of permanent and agency workers. The agency workers gives us the flexibility we need due to the seasonal nature of the products we supply and the varied order requirements of our customers.

Our Employment Agencies are audited regularly using our own audit process which includes both document checks and worker interviews to ensure we fully understand our workforce and that our agency workers are treated fairly, as well as fully assessing our agencies to minimise the risk of any exploitation. Any recommendations which are suggested as part of this audit process are investigated and any changes are implemented as appropriate.

We have regular meetings with all our workers and there are various worker committees to encourage full engagement of our workforce and to ensure we maintain worker engagement and feedback.

Authorised by: Graham Doe	Issue Date: 16/06/2015	Doc. No.: AGT 025
Page 1 of 3	Date Revised: 21/02/2023	Version: 11

A G Thames Modern Slavery Statement

Supply Chain:

Our Risk Assessment Process

As a group, we maintain and assess our whole supply chain and focus our resource on the areas of highest risk. To do this we have a detailed risk assessment process where all suppliers, throughout our supply chain, are assessed and reviewed regularly and are based on a defined set of criteria.

Our suppliers

We source our products from many countries and all our suppliers are required to adhere to and agree to follow our Responsible Sourcing Policy, which is required to be signed annually. This policy follows the ETI Base code requirements. As part of our continued assessment of our supply base, visits are also arranged and based on the results of our suppliers risk assessment and follow ethical and social compliance requirements.

As part of our responsibility all our suppliers are assessed to ensure that they all follow good human rights practices. The ethical resource is directed at the highest risk based on our suppliers risk assessment process. This assessment is undertaken on a regular basis so that changing conditions and circumstances can be assessed and updated to ensure they are being monitored on a regular basis.

Managing and Assessing Risk:

Business policies (for both our company and our wider stakeholders)

As part of our commitment to responsible sourcing and to manage the risk of labour exploitation, we have a Social Responsible Trading policy and an Ethical Strategy.

This document sets out the processes to be followed to manage the risk of exploitation and to encourage and help our whole supply chain to both reduce the risk of labour exploitation but also to encourage and promote best practice in Human Rights.

This statement and policy is endorsed by the AGT board and is adopted throughout the company.

We have a stakeholder grievance procedure which is available upon request.

To ensure we maintain our Human Rights obligations we have many policies and processes which are maintained and monitored. These policies are reviewed regularly to ensure they reflect the latest codes of conduct and maintain the best standards possible. SMETA Ethical Audits are conducted at our site; to ensure we maintain the right standards and to make any improvements, which are suggested.

Our Suppliers:

All our suppliers within our supply chain are risk assessed regularly or where substantial changes are made and ethical resource is assigned on a risk basis as appropriate.

Our suppliers, where required are registered with Sedex and complete their SAQ.

Internal and 3rd party ethical visits and assessments are arranged and are based on their overall risk rating with the resource going to the higher risk areas.

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Page 2 of 3	Date Revised: 21/02/2023	Version: 11

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Training:

The Group is committed to best practice and ethical training is given to all workers. The company also works closely with an ethical consultant as required to ensure best practice is followed and maintained specifically to engage with ethical issues both internally and externally as part of our continuous improvement culture.

As part of this training program it is important that the ethical and exploitation policies and procedures are understood and implemented. All workers at our sites have a full induction which includes ethical training as well as utilising the support provided by Stronger Together.

This training for certain individuals include the attendance of relevant courses like Stronger Together and attendance of conferences like the GLAA and Sedex.

Ongoing Strategy:

As a company, we are always looking at continuous improvement in both human rights and the environment. With the ever increasing requirements of ethical and social responsibility and the desire to look after and monitor both our labour force within our company and our supply chain, we will continue to monitor and where required improve or change our policies and requirements to protect our workforce throughout our whole supply chain.

Due Diligence:

We take our Social responsibility very seriously and by monitoring our supply chain through our risk assessments we can aim for continuous improvement in worker welfare within our whole supply chain.

This Document has been agreed and signed by the AGT Managing Director, who has overall responsibility for Human Rights and the environment within the Company and has been signed off by the board.

Signature:  Date: 24/2/23

Name: Graham Doe

Title: Managing Director

