



Modern Slavery Statement 2018/2019

This statement has been published in accordance with the Modern Slavery Act 2015 and articulates the steps the company has taken or is taking to prevent modern slavery and human trafficking throughout our group and in our supply chain.

Organisation Structure

The Richard Hochfeld Group is a supplier and service provider of fresh produce for retail and wholesale. The company believes in developing transparent and considerate relationships with customers, suppliers, service providers and workers. Richard Hochfeld Ltd. and its associated company Topfruit Ltd. have over 60 workers, who are typically directly employed on a permanent basis.

Our Supply Chain

We source fresh produce from the UK and worldwide, where seasonal work is prevalent and the risk of modern slavery is variable. The supply chain is of varying complexity with some growers supplying directly to Richard Hochfeld Ltd. while others may supply via intermediaries such as packing companies and agents. Other growers will supply direct to retailers with Richard Hochfeld Ltd. acting as a service provider. Storage and/or packing of fresh produce for the company, or on behalf of retailers, is carried out in third party run packhouses and cold stores in the UK.

Our Policy

We are committed to preventing adverse human rights, modern slavery and human trafficking occurring throughout our business and supply chain. We do this by

- Adoption of ETI Base Code within Richard Hochfeld Group.
- Committed to transparency within its supply chain and to monitoring the risks of modern slavery and human trafficking.
- To communicate the ETI Base Code and to raise awareness of modern slavery internally and to all suppliers of produce and services.
- To assess where there is ethical and modern slavery risk within the group and its supply chain.
- To encourage continuous improvement in ethical standards.

Due Diligence processes

By RH Group

The Group adopts recognised employment relationships and the HR responsibilities are fulfilled by the Directors and the Ethical Trading Manager. New employees are introduced to the ETI Base Code, the Grievance Procedure, the 'Employee Engagement and Whistle-blowing Policy' and a confidential reporting line. The RH Group Ethical Trading & Anti-Slavery policy statement and ETI Base Code principles are displayed throughout the workplace.



By all suppliers

The ETI Base Code is referred to in a pre-season email and suppliers are required to sign the ethical and anti-slavery undertaking.

As part of our commitment to ethical trading all our suppliers are requested to register with Sedex and complete the self assessment questionnaire for their supplying sites.

Awareness of modern slavery and human trafficking is also raised through presentations in the UK, incorporating 'Stronger Together' resources.

Risk Assessment & Measuring Effectiveness

Assessing Ethical & Slavery Risk in the RH Group Supply Chain

Ethical Risk Assessment is achieved using the risk assessment tool on Sedex. The tool is only used to ascertain each site/suppliers forced labour scoring by looking at their SAQ and audits within the selected timeframe.

The banding is as follows:

- 0-2.49 = Low = Green
- 2.5-4.99 = Medium = Amber
- 5-10 = High = Red

A preliminary assessment of the potential for modern slavery in our companies and immediate supply chain is also made by referring to the Global Slavery Index.

We also take all reasonable and practical steps by carrying out inspection audits to our growers, factories, GLAA licensed providers and accommodation.

Human rights is fundamental to the sustainability of the Richard Hochfeld Group and we take seriously any allegation of human rights abuse in all its forms and will not tolerate human rights' abuse against individuals within our own organisation or our supply chain.

Training

The company will continue to promote awareness of modern slavery throughout its supply chain and own business.

Alan Guindi
Managing Director