

STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING
J & J THOMPSON & SONS. MANAGEMENT COMMUNICATION

August 2021

To all employees, contractors, suppliers and any other relevant person,

Introduction

This statement outlines the actions of J & J Thompson in understanding all potential modern slavery risks related to the business, and the steps we are taking to ensure there is no slavery or human trafficking in our business or supply chains.

As part of the food industry, we recognise our responsibility to take a robust stance to slavery and human trafficking.

We remain absolutely committed to preventing slavery and human trafficking in all corporate activities and ensuring our supply chains are free from such actions.

Organisational Structure and Supply Chains

J & J Thompson is a British based grower of salad related products and bedding plants. Supplying fresh products to the supermarket chains for them to sell as their own branded products.

We are a family run business in Tarleton Lancashire, established by John and Jean Thompson, and now run by their Son Ian Thompson two grandsons Sam and Adam Thompson.

We have developed a good reputation for providing high quality salad related products to our customers, and we are proud of this.

Policies and Responsibility

We have several policies in place that support our stance in respect of the preventing modern day slavery within the supply chain. The following policies which apply in relation to identifying and addressing the risk of modern slavery in its business operations, and outlines the current status, responsibility and action required:-

- **Whistleblowing**
The Company encourages its employees to report in confidence any concerns relating to the activities of the Company. This will be widened to include customers and other business partners and enhanced to specifically include any risk of slavery or human trafficking.

- **Employee Codes of Conduct**

The Company adopts a clear set of values which apply to our employees and to the way in which we conduct our business. Those values are at the forefront and brought to life on a daily basis.

Additionally, through our employment policies such as Dignity at Work amongst others, we make clear to our employees the actions and behaviour we expect of them whilst at work and throughout the course of their duties and responsibilities. We strive to maintain the highest standards of employee conduct and ethical behaviour in all business activities, including when operating abroad and managing our supply chain.

- **Ethical Trading**

The Group supports and adopts the base code of the Ethical Trading Initiative, along with our customers and suppliers.

Our employees are fully aware of the Code and this is communicated to them at induction and throughout employment.

We work with our customers and suppliers to ensure our activities within the supply chain are conducted in accordance with the Code. We understand that we will be audited on a regular basis against the requirements of the code; and likewise, our suppliers are required to demonstrate their compliance, ensuring their employees are treated ethically and within the law.

- **Anti-Bribery**

The Company complies with the requirements of the Anti-Bribery Act 2010 and has developed a policy which outlines our commitment to operating to the highest standards of conduct and integrity. The Company does not tolerate any form of bribery by or of its employees, agents or consultants, or any person acting on our behalf. Our policy is communicated to all our employees and we will take steps to further review its effectiveness during the coming year.

- **Recruitment**

We carefully select our recruitment partners to ensure they source new employees in a manner which is ethical and legally compliant. We retain a list of approved recruitment agencies which will be reviewed on an ongoing basis.

- **Corporate Social Responsibility**

The Company has developed a Corporate Social Responsibility Policy which outlines our responsibilities to our People, our Communities and Operating Responsibly and Sustainably. This policy is devolved throughout our businesses and actions and progress reviewed on an annual basis.

Responsibility for the policies outlined above is shared by the Directors of the Company with support from their HR Consultant. The policies will undergo annual review and assessed for their effectiveness as we go forward.

Next Steps:

The Company will go through a process of liaising with all contractors and suppliers to get a copy of their Modern-Day Slavery policy, ensure it is aligned with the Company's and if any concerns regarding their policy or procedure, will address this and endeavour to foster shared learning.

In addition, we will:

- ensure our staff understand how to escalate issues when they are identified and where to go for help
- review our systems for supply chain verification whereby we evaluate potential new suppliers
- review our existing suppliers to ensure compliance
- consider a wider communication programme across our business

This statement has been approved the Management of J & J Thompson & sons, who will review and update it annually.