

## Slavery and Human Trafficking Statement 2016

Karsten UK Ltd is a dedicated service provider and pre-packer in the UK. Its main focus is to co-ordinate a seamless logistical operation to transport the fruit from where it is harvested, to our customer base in the UK.

In compliance with the Modern Slavery Act 2015, Karsten UK Ltd commits to maintaining a proactive approach to prevent human trafficking or slavery in our own operations or supply chain. Karsten UK Ltd has a Zero tolerance for human trafficking or slavery.

We have a close working relationship with each of our Agency Labour Providers who are all GLA registered. Each of the Agency Providers is required to sign a Service Agreement Contract. Agency Labour Providers are regularly audited by our HR team and the ALP (Association of Labour Providers). Karsten UK Ltd is a member of SEDEX and we are regularly SMETA audited by external auditors.

Karsten UK Ltd team members have attended Stronger Together training sessions, along with the Modern Slavery Act seminars provided by the ALP. All employees of Karsten UK Ltd, have then been provided training following these sessions. Stronger Together awareness training in the form of information and video is also given/shown as part of our Induction Programme to all Karsten UK Employees and Agency Personnel. All our Labour Providers have attended the Stronger Together workshops and support this Initiative.

Supply Chain Management is managed via the Technical team and the retailer. In the event that produce is pre-approved by the retailer, the SEDEX number will be gained and linked to our system.

If fruit is brought by Karsten UK, the SEDEX number and SAQ/and or SMETA audit will be gained. The supplier questionnaire that is sent minimum 3 yearly captures the SEDEX numbers and ethical audit dates. Sourcing policies from the retailers also captures this information. If required or requested suppliers will be audited by an independent certified body to conduct the audit or by the Technical team.

Both the Technical and HR Manager will attend "Certificate in Professional Development" training with the GLA during 2016/17. Further and wider training will follow as and when required.



Herman Engelbrecht  
Executive Director: Foreign Operations