



# Modern Slavery Act Transparency Statement 2019

**BARFOOTS**

Sefter Farm, Pagham Road, Bognor Regis, West Sussex PO21 3PX



## Modern Slavery Act Transparency Statement 2019

This statement is made on behalf of the Boards of the Barfoot Group of Companies, in accordance with Section 54(1) of the Modern Slavery Act 2015, and constitutes Barfoots slavery and human trafficking statement for the financial year ending 31 December 2018.

### **Our Businesses**

Barfoots Group of Companies (Barfoots) is comprised of Barfoot Holdings Ltd, Barfoots of Botley Ltd, Barfoot Farms Ltd, Barfoots Cropping Ltd, Barfoot Energy Ltd, Barfoot Energy Projects Ltd and Herriard Bio Power Ltd.

Barfoots of Botley Ltd, Barfoot Farms Ltd and Barfoots Cropping Ltd are involved with the growing, processing, packing and marketing of a range of semi-exotic produce, with a quality and freshness that is second to none. Our customers include the major supermarkets within the UK and leading national restaurant chains.

Barfoot Energy Ltd, Barfoot Energy Projects Ltd and Herriard Bio Power Ltd are concerned with anaerobic digestion waste management plants, producing green energy from food and crop waste.

Since being established in the early 1970's by Peter Barfoot, the family business has grown to employ over 500 people.

### **Our Commitment to combating Modern Slavery**

Barfoots recognises the importance of taking action to combat modern slavery, and all of its related practices such as forced labour, debt bondage and human trafficking. Our policies on Ethical Trading and Human Rights and Prevention of Hidden Labour Exploitation set out our commitment to combating modern slavery.

Barfoots is a member of the Supplier Ethical Data Exchange (SEDEX); supports the "Stronger Together" initiative and ensures compliance with the Ethical Trade Initiative (ETI) Base Code of Labour Practice, which is based on the standards of the International Labour Organisation (ILO).

Barfoots provide access to a confidential telephone reporting service, "Speak Up", and encourages all workers to report any concerns they have using that service. The service is available in a number of languages.



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### Training

We believe that training is a fundamental way of raising awareness and ensuring that people understand the importance of this issue. Our HR Team and many of our operational managers have attended Stronger Together workshops and we also require all employees with Supervisory responsibility to undertake the Stronger Together e-learning course on Tackling Modern Slavery.

### Our Supply Chain

We source our range of products from more than twenty-five countries and over one hundred suppliers. We are committed to implementing and enforcing effective systems and controls to prevent modern slavery and human trafficking throughout our supply chain.

Barfoots have an Ethical Trade policy that details our expectations of our suppliers, which follows the principles of the ETI Base code. This policy is sent to all suppliers at the start of their supply season – agreement to the policy is part of our terms and conditions of supply. In addition, all suppliers are required to register on SEDEX and complete the Self-Assessment questionnaire; which is then used to risk assess suppliers against compliance to the ETI Base code, which includes modern slavery and forced labour issues.

Based on the outcome of the annual risk assessment process; suppliers may be required to undertake 2nd or 3rd party Ethical audits; which include sections on Modern slavery and Forced labour.

### Agency Workers

Barfoots ensure that our labour providers have a Gangmasters and Labour Abuse Authority (GLAA) licence and follow the provisions of the Gangmasters (Licensing) Act 2004 and the Immigration Act 2016 and adhere to their standards accordingly.

The role of the GLAA is to protect vulnerable and exploited workers by working with partner organisations such as the police, the National Crime Agency and other government law enforcement agencies to target, dismantle and disrupt serious and organised crime.

The GLAA licensing scheme standards cover health and safety, pay, transport and accommodation. They also check that tax, National Insurance and VAT regulations are met. Barfoots are registered to receive “active checks” from the GLAA that keep us informed of any changes to a labour providers licence, such as a compliance inspection, additional licence conditions or a revocation.



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Barfoots conducts regular audits of a random selection of agency workers and regular audits of each agency they work with to ensure compliance with these standards.

This Statement was approved by the Boards of the Barfoots Group of Companies on 1st June 2019.

Julian Marks  
Managing Director