



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Modern slavery is an act that deprives one person's liberty and dignity for another person's gain. At Halls, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. Every company is at risk of being involved in this crime through its own operations and its supply chain. This statement sets out the actions that we have taken during the financial year 2022 to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

Employment of our staff either directly or through employment agencies take Modern Slavery and Human trafficking into consideration with the express aim of eliminating it. Halls seeks to eliminate the possibility for Human Trafficking and Modern Slavery from our supply chain and will not knowingly engage with suppliers who do not comply with requirements of the law.

- a. Our business and supply chains:** Halls specialises in the growing, sourcing, packing, ripening, distribution, and marketing of quality sub-tropical fresh produce, with a focus on avocado. Halls has operations in six countries worldwide: UK, France, Netherlands, Spain, Germany, and South Africa. These operations supply most of the major retailers across S.A., the UK and EU. We establish a relationship of trust and integrity with all our suppliers. We are a business based on values and long-term business partnerships.
- b. Our Policies and Procedure supporting anti-slavery and anti-trafficking**
 - Supplier Code of Conduct (Held in our Halls International business).
 - Recruitment Policy in line with legal requirements in the country of employment.
 - Whistle Blower procedure and a grievance procedure to allow consultation and transparency within our business.
 - Our Halls South African business, our only business with more than 50 employees, has a labour union representative (FAWU) and we are compliant with all legal Union requirements.
 - Within South Africa we report Employment Equity statistics and submit an EE plan and annual progress reports to the labour department, we are compliant with all requirements to manage gender and race targets for employment in South Africa.
- c.** In assessing the **Business risk relating to human trafficking** and modern slavery it was highlighted that our top risks were within our supply chain. To mitigate this risk Halls seeks written agreements from our suppliers giving assurances that to the best of their knowledge and ability they will ensure that no Modern Slavery or Human Trafficking occurs in the procurement of goods for supply to the Halls Group of Companies. Should allegations of human trafficking/slavery activities against any of our suppliers be brought to our attention we will act immediately against

A MEMBER OF THE HL HALL & SONS GROUP

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the supplier and report it to the necessary authorities. Halls has also embarked on a process of supplier visits and evaluation. Our Quality Team will have physically visited and evaluated our top 10 suppliers by the end of 2022. During this visit our representative will assess the risk and give a report for each supplier relating to the modern slavery and human trafficking.

d. Awareness

Halls has raised awareness of modern slavery issues by hosting a “Stronger Together” workshops at our facilities. This workshop is open to growers from all industries, labour contractors, our staff and the community. The programme supports responsible businesses to address forced labour and hidden labour exploitation and acknowledges that the collaboration of all industry members is vital to effectively tackle human trafficking and slavery.

e. Accreditations

Halls is currently certified with the below mentioned accreditations which incorporate risk and compliance assessments in relation to labour management:

- **SIZA (Sustainability Initiative of South Africa)** which provides a platform for agricultural stakeholders to ensure ethical and environmentally sustainable trade. This platform monitors care for the environment and compliance with labour legislation.
- **RFA (Rainforest Alliance)** whose mission is to conserve biodiversity and ensure sustainable livelihoods by transforming land-use practices, business practices, and consumer behaviour.

f. Assessment Plan FY 2022

In the current year, we will be conducting a risk assessment of our supply chain by taking into account:

- The business services rendered by the suppliers.
- The presence of vulnerable demographic groups.
- A news analysis and the insights of labour and human rights groups.
- Continued review of all policies to include processes to identify and prevent slavery and human trafficking in our operations.

This assessment will determine our response and the risk controls that we implement. This statement covers 1 March 2021 to 28 February 2022 and has been approved by the board of Halls.



Tracey Davies
CEO - Halls Fresh Produce

1 April 2021