



## **Fruitful Jobs Ltd Modern Slavery Statement**

### **What is this document?**

This statement sets out Fruitful Jobs Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chain.

### **Who does this apply to?**

All Fruitful Jobs Ltd staff and colleagues and our supply chains

### **Policy Statement**

Fruitful Jobs Ltd recognised that it has a responsibility to take a robust approach to slavery and human trafficking.

### **Definition**

Modern Slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offences of 'Slavery, servitude and forced or compulsory labour' and 'human trafficking'

### **Review**

This document will be reviewed every two years

**Justin Emery**

**1/1/2021**

## 1) Introduction

- a. This statement sets out Fruitful Jobs Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.
- b. As part of the recruitment sector specialising in seasonal workers, Fruitful Jobs Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking.
- c. Fruitful Jobs Ltd is absolutely committed to preventing slavery and human trafficking in its business activities, and ensuring that its supply chain are free from slavery and human trafficking.

## 2) Organisational Structure & Supply Chains

- a. Fruitful Jobs Ltd is a recruitment business offering the direct supply of seasonal workers predominately to manual harvest jobs across the UK and also the supply of agency workers specialising in the commercial horticulture / viticulture sectors.
- b. Fruitful Jobs Ltd maintains close relationships throughout the supply chain;
  - i. Growers / end users of agency labour
  - ii. Overseas agents who recruit for us
- c. Countries of operation & supply – we supply the UK and Ireland, we also work with suppliers operating in Poland and Bulgaria currently
- d. We recognise that the recruit of casual harvest labour for farms can present a high risk activity for modern Slavery and Human trafficking. We therefore are GLA licensed and only work with other GLA licensed organisations in the supply chain and where possible do as much recruitment directly as possible.

## 3) Relevant Policies

- a. Whistle blowing Policy – Fruitful Jobs Ltd encourages all workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
- b. HR procedures – We check all of our workers have right to work documents and we ensure they are paid fairly. All full time permanent staff are paid above the Living wages and all temp / casual workers are paid at or above the NMW.
- c. Employee Code of Conduct – These policies make it clear the behaviour expected of employees when representing Fruitful Jobs Ltd . Fruitful Jobs Ltd strives to maintain the highest standards of employee conduct and ethical behaviour.
- d. Recruiter Compliance Principles – sets of what is expected of our recruiters in relation to the key elements of numerous policies.

- e. Anti – Bribery & Corruption policy – exists to set out the responsibilities of all Fruitful Jobs Ltd employees and those that work for us in regards to observing and upholding our zero- tolerance position on bribery and corruption.

#### **4) Risk Assessment and Due Diligence**

- a. We have assessed our key suppliers in order to ensure that these suppliers have appropriate policies in place to minimize the risk of slavery and human trafficking in their businesses.
- b. Prior to engaging new suppliers we make them aware of our policies and they must confirm that their business practises are in line with our expectation prior to any working relationship.

#### **5) Training**

- a. Fruitful Jobs Ltd will regularly review the training available from organisations such as the ALP and stronger together that focus on the Modern Slavery Act and will identify appropriate courses for relevant employees and recruiters to attend. This will include e learning as well as attending workshops and courses.
- b. We would look for training to cover:
  - i. How to assess the risk of slavery and human trafficking within a particular area of the business
  - ii. How to identify the signs of slavery and human trafficking
  - iii. What steps should be taken if slavery or human trafficking is suspected

#### **6) Awareness Raising Programme**

- a. As well as training staff directly related to the recruitment process, we also plan to raise awareness with applicants and workers, using posters and leaflets to ensure workers are communicated to about the issues and the resources available to them.



Justin Emery, Director

1/1/2021