

Modern Slavery Statement 2025



Introduction and summary

Fruitful Jobs is one of the UK's largest suppliers of temporary and permanent labour solutions to the horticulture, food processing and distribution sectors.

Our recruitment activities in the UK continue to deliver a high-standard local labour force, complemented by our role as a Seasonal Worker Visa Sponsor, enabling us to provide a vital workforce for our clients.

This is our fourth annual statement. It sets out the actions Fruitful Jobs takes to understand the modern slavery and exploitation risks in our supply chain and the processes and policies we have in place to prevent it. This statement covers the period 1st January to December 31st 2025.

We continue to recognise the critical role we play in preventing Modern Slavery and worker exploitation, which is why we are publishing a Modern Slavery Statement despite not being required to do so by the Modern Slavery Act 2015.



Daffodil harvesting in Cornwall

In this statement, Modern Slavery is defined as 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'.

This statement also covers other forms of labour exploitation that are a risk in our supply chain. Other forms of exploitation include those set out by the International Organisation as illegitimate, unreasonable and undisclosed costs.

Key Activities in 2025

Over the last 12 months, we have continued to focus on delivering the very best labour solutions to our clients whilst ensuring we protect and support the people we recruit. It is a very human business; we recognise the role we play in ensuring food and other products are produced to the highest standards, but we also recognise the often life-changing opportunities we provide to migrant workers.

Our focus remains on strengthening our supply chain and due diligence processes, identifying and mitigating risk and supporting the welfare of our workforce.



Brassica harvesting in Lincolnshire

In the last 12 months, we have made further advancements in the following areas:

- Mapping of our recruitment supply chain and risk assessment, which identified opportunities to reduce the risk of exploitation in our supply chain through simplifying and streamlining.
- Improvements to our worker education and communication programme.
- Implementation of an easily accessible Grievance Mechanism, featuring an online portal, whilst still enabling issues to be raised through other channels, including email, social media, telephone and our welfare officers.
- Undertaking further external auditing through the Stronger Together Responsible Recruitment Progress Assessment.
- Continued contribution and engagement with the Seasonal Worker Scheme Taskforce, including:
 - Being a funding member, sitting on the Governance Committee and playing an active role in all workstreams.
 - Continued promotion of the Just Good Work app.
 - Further promotion and development of our collaboration with Ulula (part of Eco Vadis) to deliver a worker survey.
 - Development work for a sector-wide worker support line.
 - Participation in the Employer Pays Feasibility study.
- Collaboration with the International Organisation for Migration to broaden awareness of the Seasonal Worker Scheme in key source countries to help prevent exploitation outside of our supply chain.

Our Structure, Business and Supply Chain

At Fruitful Jobs, we specialise in recruiting, supplying, managing and supporting workers to deliver an invaluable workforce to the UK's horticulture, food processing, manufacturing and distribution sectors.

We have operated in the GLAA-licensed sector since 2009 (licence number FRUI0003) and have operated as a sponsor of the Seasonal Worker Scheme since 2021 (sponsor number 2K633BBH4).

Fruitful Jobs is a member of the Association of Labour Providers and holds a seat on its members' council. Through our membership, we can access expert guidance, legal updates, and tools to navigate employment law and ensure compliance with industry standards.



™ To further support our recruitment activities, we are also a licenced recruitment operator in South Africa via our membership of The Federation of African Professional Staffing Organisations.

Our expanded board structure has been in place for almost two years, and the business continues to benefit from its members' knowledge and experience. All of our employees, partners and clients play a role in identifying Modern Slavery and Labour Exploitation, whilst our Board of Directors provides oversight and management of the risks.

KEY NUMBERS

9600 workers recruited

200 clients supplied

12 000 placements

98.4% of workers
would work for
Fruitful Jobs again *

99% of workers
would work in
the UK again *

91% of workers
were satisfied with their
overall experience

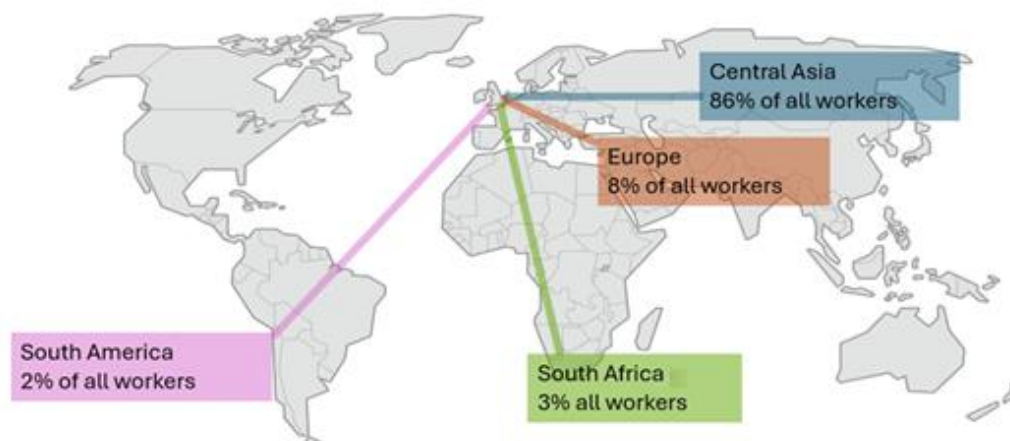
We recognise that effective recruitment practices are fundamental to creating successful outcomes. A good selection process and well-informed applicants will deliver better client service, improve workforce morale, reduce staff turnover, lower absenteeism rates, ensure workers are aware of their rights, reduce the risk of exploitation, and enhance the overall experience.

Our recruitment process provides a framework for all staff and approved partners involved in the recruitment, interviewing, selection, and appointment of workers, ensuring compliant, safe, ethical, and effective methods in line with best practices and legal requirements.

No recruitment charges are made to applicants by Fruitful Jobs or any of its partners.

Recruitment

Our seasonal workers are recruited globally, with an increasing number of returnees (circa 65%).



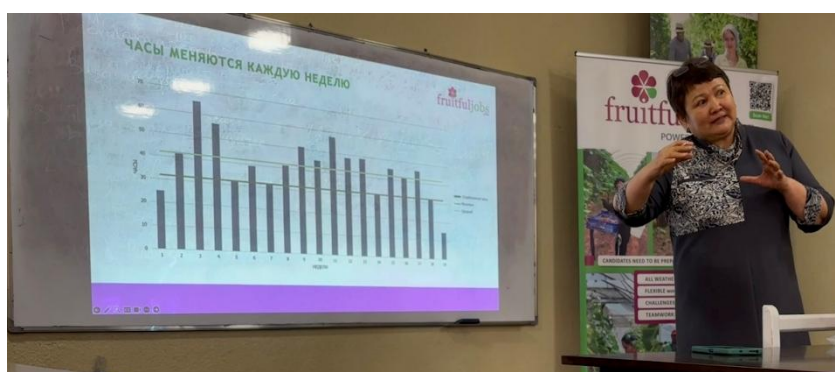
Direct Recruitment

Fruitful Jobs continues to conduct its own recruitment activities in the UK and key source countries. Our UK recruitment ensures that all jobs available at our clients are accessible to the local community. At the same time, our direct recruitment in key source countries enables us to maintain the highest recruitment standards, particularly in areas where the number of applicants does not permit an ongoing physical presence.



Participants from our South Africa Programme

Recruitment partners



Our Kyrgyz recruitment director explains how hours can vary from week to week.

In 2025, based on our risk assessment, we decided to reduce the number of recruitment partners in our supply chain and simplify their roles and responsibilities.

In central Asia, our key source region, we reduced our recruitment to a single partner. This continues our

relationship with Agri-HR, which was first established in 2018. By working collaboratively, we can create sufficient volume to warrant a full-time, permanent presence in the countries from which we recruit the most workers. This ensures the recruitment process can take place in smaller groups, resulting in a more personal experience for applicants and better worker education. We are also able to recruit more often, resulting in shorter timescales between

recruitment and UK arrival, as well as more consistent messaging about how to apply for work with both businesses.

Worker Education

We recognise that Workers sponsored under the Seasonal Worker Scheme are less likely to understand UK Laws and standards, and so it is even more important to ensure they are fully aware of their rights and how to access support when needed.

Worker Handbook



In 2025, we launched a detailed worker handbook, available in 7 languages. The handbook reinforces information provided during the recruitment process and at information events, and includes a range of topics such as:

- costs associated with the visa
- how to prepare prior to travel
- an overview of what to expect when in the UK
- entitlement to rest and holiday
- what to expect from accommodation
- realistic earning potential
- how to access support if they experience issues and need help.



Regular communication

To ensure workers know how to contact Fruitful, request a transfer, and report any problems, they receive regular communication throughout their time in the UK.

Just Good Work

Further information is made available to workers through significant promotion of the Just Good Work app. Use of the app continues to rise among both potential applicants and those sponsored by Fruitful Jobs.



Leek harvesting in Lincolnshire

Policies and Processes

We do not accept any form of human rights abuses in our supply chain. Our policies and processes standardise our approach to reducing these risks. They are based on industry standards as well as both UK and international law.

The Board of Directors reviews and agrees on all policies annually.

Our policies, which are relevant to this statement, are:

Anti-Bribery Policy	Preventing Hidden Labour and Exploitation Policy
Anti-Bullying and Harassment Policy	Recruitment Fees Policy
Complaints Policy	Remediation Policy
Freedom of Association Policy	Responsible Recruitment Policy
Freedom of Movement Policy	Training Policy
Human Rights Policy	Whistleblowing Policy
No Child Labour Policy	

The salient elements of each policy are distilled into our Recruiter Compliance Principles, which are signed by anyone who has direct communication with our workers, including our own employees and those of our recruitment partners.

The Directors of Fruitful Jobs and our partners also sign an annual Fit and Proper Declaration.

Stakeholder Engagement

Seasonal Worker Scheme Taskforce

Fruitful Jobs continues to engage with a range of Stakeholders through the Seasonal Worker Scheme Taskforce, which works collaboratively to develop and implement tangible actions to safeguard and ensure access to workers' rights in the UK Seasonal Worker Scheme and wider UK horticulture.

Fruitful Jobs is a funding member, a member of the governance committee, and an active participant in all workstreams.

International Organisation for Migration

The last 12 months have also seen us continue to engage with the IOM, both directly and through our participation in the Seasonal Worker Scheme Taskforce.

Source country Governments

We have continued to have open lines of communication with several governments in key source countries and with their UK Embassies.

Risk Management and Due Diligence

In early 2025, further work was completed to map our supply chain, identify potential risks, and assess the mitigations in place. Risks are reviewed on an ongoing basis through both our own due diligence processes and collaboration with a full range of stakeholders.

Throughout 2025, we continued to invest in our auditing and due diligence processes to ensure we could identify risks in our supply chain. This starts with our own business.

Responsible Recruitment Progress Assessment

Following a full Responsible Recruitment Progress Assessment in 2024 conducted by Stronger Together, 2025 saw us undertake a follow-up interim assessment, the results of which demonstrate that Fruitful Jobs continues to make progress toward the very highest standards of best practice.

Auditing of our supply chain

In 2025, we further strengthened our compliance team by appointing an additional compliance officer. This enabled us to bring more of our client and supplier audits in-house. Auditing our suppliers and clients is part of the ongoing conversation about how to identify and prevent labour exploitation. Starting this conversation earlier has helped raise awareness, foster greater collaboration, and improve processes.

Our auditing is based on annual and periodic checks to ensure standards are both initially correct and maintained throughout the year.

Welfare visits



Mushroom Harvesting in Northern Ireland

Seeing people face-to-face, having conversations, and getting to know individuals remains the most important part of our due diligence process.

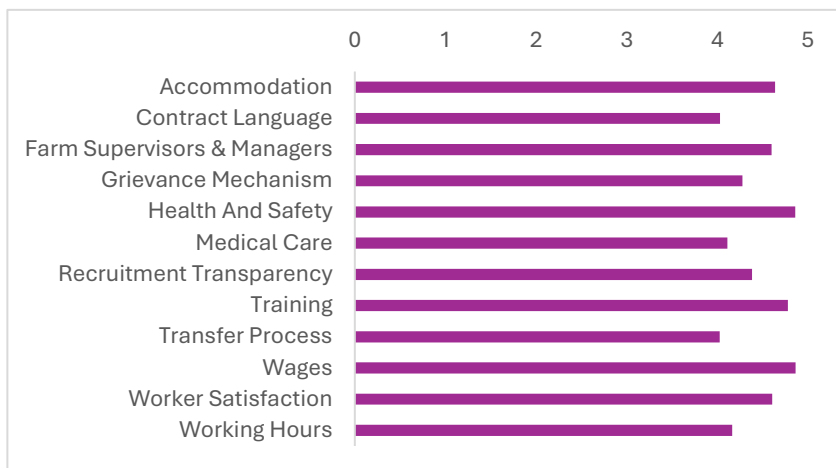
Our welfare visits focus on the lived experiences of our workforce, often providing an opportunity to raise issues they might not otherwise bring up. These are often not complaints or problems but requests for clarity and information.

Our welfare visits are scheduled to coincide with peak labour demands and supplemented by intelligence-led additional visits when required.

In 2025, our welfare teams conducted 133 visits. No issues were raised in 93% of visits, consistent with other survey data.

Worker survey

In collaboration with the Seasonal Worker Taskforce, we distribute an independent, anonymous survey to workers via Ulula. The survey consists of 52 multiple-choice questions in eight languages across the Start, Middle, and End-of-Season surveys.

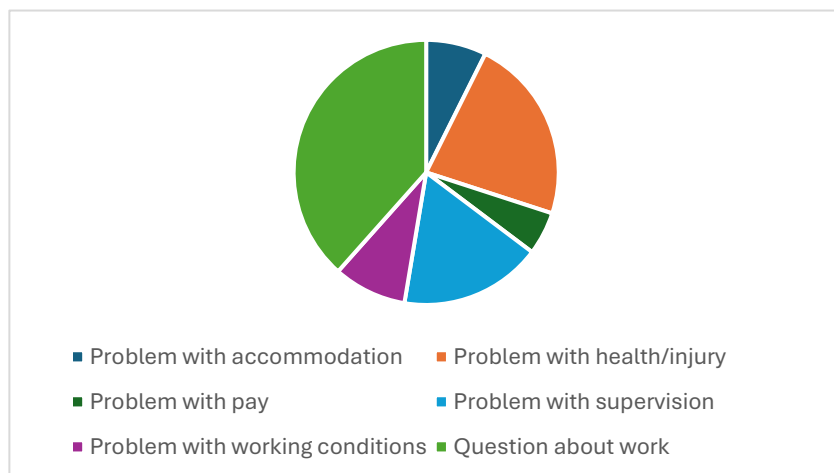


The survey results for 2025 showed positive worker satisfaction, with all categories receiving average scores above 4. The survey is answered on a 1-5 scale (1 = very negative, 2 = negative, 3 = neutral, 4 = positive, 5 = very positive).

Issue and Grievance Mechanism

Initially piloted in 2024, we delivered a full rollout of our improved issue and grievance mechanism in 2025.

All issues and grievances are logged in an online portal, either directly by the worker or by a member of the Fruitful Jobs team when they are received through our other worker feedback channels (socials, email, telephone, welfare visits).



2% of workers used the mechanism in 2025, which is in line with the worker satisfaction levels identified through other worker voice activities, such as welfare visits, the Ulula survey, and the DEFRA Survey, suggesting workers are aware of the mechanism and have the confidence to use it.

No allegations of Modern Slavery were received through any route.

Throughout 2025, we have made good progress in identifying, mitigating, and remediating risk, but we recognise that more can be done. One area where we don't have full visibility or influence is fraudulent and scam activity outside our supply chain. Further work on this topic is planned for 2026.

Training

Throughout 2025, Fruitful Jobs significantly increased the volume and breadth of training activity centred on identifying and preventing Modern Slavery and other forms of labour exploitation, as well as on workforce management and remediation.

Every person employed by Fruitful Jobs and our partners attended a Modern Slavery Awareness and Prevention course.

Employees of Fruitful Jobs also completed several other training courses from the Association of Labour Providers, Stronger Together, ACAS and The Federation of African Professional Staffing Organisations.

The training course covered a range of topics, including:

- Tackling Modern Slavery
- Detecting & reporting forced labour
- Tackling forced labour in businesses
- Ensuring Effective Workplace Grievance Mechanisms
- Handling Worker Issues and Complaints Fairly, Effectively, and Consistently
- Discipline and grievance
- Managing conflict
- Bullying and harassment



Visa workers are also being upskilled

Monitoring and evaluation

Raising awareness of Modern Slavery and other forms of exploitation continues to be a central theme in our business. In 2025, 100% of our employees and our partners' employees were trained in modern slavery awareness.

During 2025, no allegations of Modern Slavery were received through any channel, but we remain vigilant.

No allegations of recruitment fees within our supply chain were received.