

## **MODERN SLAVERY STATEMENT for the SH Pratt Group Limited**

### **ORGANISATION**

This statement applies to all companies within and associated with the SH Pratt Group Limited. (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year 2019-20].

### **ORGANISATIONAL STRUCTURE**

The Group operates from its premises in Laporte Way, Luton, LU4 8EN. The Group comprises:-

SH Pratt Group Limited  
SH Pratt Bananas Limited  
Kinship Logistics Limited  
Kinetic Driver Recruitment and Training  
Akin Software  
Kindred Ripening and Packing  
Halo, Value Added Services

The Group is involved with the import, ripening and distribution of bananas and of third party goods. Demand for our product is consistently high throughout the year and is not seasonal.

The Group is controlled by a Board of Directors and supported by a senior management team.

### **DEFINITIONS**

The Group considers that modern slavery encompasses:-

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement

### **COMMITMENT**

The SH Pratt Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The SH Pratt Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the SH Pratt Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

## **SUPPLY CHAINS**

In order to fulfil its activities, the SH Pratt Group main supply chains include those related to the supply of bananas from various sources around the tropical regions.

We engage with all points in our supply chain to endeavour that workers operate in safe working environments and are treated fairly and with respect.

## **POTENTIAL EXPOSURE**

The SH Pratt Group considers its main exposure to the risk of slavery and human trafficking to exist in its fresh produce supply chains because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the SH Pratt Group considers its exposure to slavery/human trafficking to be minimal, nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **STEPS**

The SH Pratt Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The SH Pratt Group organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the SH Pratt Group has taken the following steps to ensure that modern slavery is not taking place:-

- reviews of our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- undertaken management training to ensure an awareness of modern slavery, identification and assessment of the potential risks in its supply chains;
- implemented a zero tolerance policy towards modern slavery;

## **POLICIES**

The SH Pratt Group has Group policies which further define its stance on modern slavery and which demonstrate its commitment to eradicating modern slavery. Such policies include a corporate social responsibility policy, a supplier code of conduct and the recruitment policy.

## **SLAVERY COMPLIANCE**

The SH Pratt Group's Head of Human Resources acts as the Group's Modern Slavery Compliance Co-ordinator. All concerns regarding modern slavery should be addressed to the Head of Human Resources who will then undertake relevant action with regard to the SH Pratt Group's obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.



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**Robert Wells**  
C.E.O.

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