



JUPITER GROUP MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement sets out Jupiter Group's actions to understand all potential modern slavery risks in relation to its business and to put in place steps aimed at ensuring that there is no slavery or human trafficking in its business and supply chains. This statement relates to actions and activities during the current financial year and will be renewed annually.

Jupiter Group recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We are proud of the steps we have taken to combat slavery and human trafficking. We are committed to no slavery or human trafficking by ensuring our third party supply base sign up to and comply with our policy on visits or spot audits, training our managers and staff, training our agency labour provider, introducing modern slavery to our induction of new staff, being registered with Stronger Together, offering agency staff information on modern slavery and questionnaires from a Stronger Together source for identifying potential hidden labour exploitation into recruitment questionnaire.

ORGANISATION'S STRUCTURE

We are a growers, importers, exporters and processors of fruit within the fresh produce industry. We are a part of the Jupiter Group and our ultimate parent company is Jupiter Marketing Ltd. Jupiter Marketing Ltd has its head office in United Kingdom

OUR BUSINESS

Our business is organised into 7 identifiable units some operating at registered companies some operating as marketing companies: Jupiter Marketing Ltd (UK), Jupiter Chile (Chile), Jupiter SA (South Africa), Fruitnize (UK), JLM Produce (UK), Jupiter Argentina (Argentina), Jupiter Greece (Greece). These companies are known collectively as Jupiter Group.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply

chains or in any part of our business. Our policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

OUR APPROACH TO DOING BUSINESS

Our approach to doing business is on a fair and honest basis where all of the supply chain benefits. We are open and honest about our practices and welcome anyone from our supply chain to visit a company within our group to learn more. The values of our company are: integrity, trust, openness, respect and patience, to help others, work hard and enjoy life, recognise success, and continual improvement. All of our employees and representatives within the group are clear of our values and way of working.



RELEVANT POLICIES

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Whistleblowing policy:
- Recruitment / Agency Workers / Contingent Labour policy:
- Anti Bribery & Corruption policy:
- Equal Opportunities Policy
- Communications Policy

RISK ASSESSMENT AND DUE DILIGENCE PROCESSES

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics. We have in place a supply chain compliance programme. This consists of: regular visits to our suppliers, sign-up to our anti bribery policy, monitoring of their activity, announced and unannounced audits.

We have a dedicated compliance team who provide information, training and assess the risk of modern slavery and human trafficking within our business and that of our suppliers.

Periodically we will review and issue to our suppliers our supplier code of conduct which includes information relating to their responsibilities.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff and to our agency staff upon induction. We also recommend our supply chain partners to provide training to their staff and suppliers and providers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Group's slavery and human trafficking statement for the current financial year shall take responsibility for this statement and its related objectives, and review and update it in accordance with The Act.



Mark Tweddle
Managing Director on behalf of Jupiter Group



jupiter
GROUP
welcome to our produce world

