

Berrington Court · Tenbury Wells · Worcestershire ·
WR15 8TH
Telephone: (01584) 810214
E-Mail: enquiries@fpmatthews.co.uk
www.frankpmatthews.com



Modern Slavery & Human Trafficking Statement – 2020/2021

This statement sets out steps Frank P Matthews Ltd has taken and is continuing to take to understand and minimise the potential risk of modern slavery in its business and supply chains. Whilst there is currently no obligation to publish a statement under section 54(1) of the Modern Slavery Act 2015, Frank P Matthews Ltd wishes to lead the way against Modern Slavery in all its forms.

About Frank P Matthews Ltd

Frank P Matthews Ltd supports good relationships between employers and employees which underpin business success. Our nursery grows the widest range of trees in the UK with over 200 different varieties of apple and many well-known and unusual fruit trees along with over 400 different varieties of ornamental trees. We also supply hedging and soft fruit trees.

Our commitment to the principles of the Modern Slavery Act 2015

Frank P Matthews Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Frank P Matthews Ltd is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. Frank P Matthews Ltd wants its entire staff to feel confident that they can expose wrongdoing without any risk to themselves.

Frank P Matthews Ltd recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

Frank P Matthews Ltd does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Frank P Matthews Ltd maintains the following policies which are accessible to all staff via the Frank P Matthews Ltd Staff Handbook:

- Whistleblowing policy
- Bullying and Harassment policy
- Equality Policy

Our supply chain

Due to the nature of our business, Frank P Matthews Ltd assesses itself to have a low risk of Modern Slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers.

Embedding the principles

The principles will continue to be embedded by the following activities:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensure that consideration of the modern slavery risks and prevention are added to Frank P Matthews Ltd' policy review process as an employer and procurer of goods and service.
- Ensure Frank P Matthews Ltd procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Continue to take action to embed a zero-tolerance policy towards modern slavery.
- Ensure that staff involved in buying/procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

This statement has been approved by the Directors of Frank P Matthews Ltd and constitutes our slavery and human trafficking statement for the financial year ending 31 May 2021. This statement will be reviewed and updated annually.