



Family:

*The
Human Rights
Policy*

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<i>Issue Number: 4</i>	<i>Issue date: February 2025</i>	<i>Page: 2 of 6</i>

Our Commitment

At PDM Produce, we're more than just a business - we're a third-generation farming family. Integrity and the values of respect and care for people, the land, and embracing diversity have been passed down through our family, shaping the way we do things. We are deeply committed to upholding internationally recognised human rights principles, as enshrined in the Universal Declaration of Human Rights (UDHR) <https://www.un.org/en/about-us/universal-declaration-of-human-rights/>, The UN Guiding Principles [https://www.ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-r](https://www.ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-rights) [ights](https://www.ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-rights) (Protect, Respect and Remedy) and supporting the Sustainable Development Goals (SDGs) <https://sdgs.un.org/goals/>, SDG 8: Decent Work and Economic Growth, SDG 5: Gender Equality, and SDG 10: Reduced Inequalities. We champion these principles for all colleagues who form a vital part of our agricultural family.

Protecting Our Family

We prioritize the well-being of our colleagues, fostering a diverse and inclusive workplace where everyone can thrive. This policy guides every aspect of our operation, from our own people to our suppliers and partners. We believe in collaboration to raise standards across the industry and are actively engaged with customers, suppliers, the Food Network for Ethical Trade, The Seasonal Worker Taskforce (SWTF), and the Ethical Trade Forums (<https://foroscomercioetico.com/en/about-us-etf/>) to share insights and continuously develop our supply chains.

What We Aspire To Labour

Rights:

- **Equality, Diversity, and Inclusion:** We create a workplace where everyone has the opportunity to thrive, regardless of race, gender, religion, sexual orientation, disability, age, or any other characteristic. We value different perspectives and actively foster a culture of inclusion. We will never tolerate discrimination. We are especially committed to empowering women and minority groups ensuring they receive fair treatment and opportunities at all levels.
- **Living Wage and Beyond:** We want our colleagues and those in our supply chain to enjoy wages and benefits that allow them and their families to live with dignity. We pay a living wage for all our colleagues and have an expectation, wherever feasible, this be mirrored throughout our supply chains.
- **Freedom to Associate:** Colleagues throughout our operations have the right to form and join trade unions and advocate for their own interests.

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<i>Issue Number: 4</i>	<i>Issue date: February 2025</i>	<i>Page: 2 of 6</i>

- **Safe and Healthy Workplace:** We take the health, safety, and wellbeing of every member of the PDM family seriously, recognizing the specific needs of people throughout our workforce. Our work environments prioritize both physical and mental health.
- **Zero Tolerance for Exploitation:** We reject all forms of forced labour, human trafficking, and child labour unequivocally, both within our company and the wider supply chain. We align with fundamental principles defined by the International Labour Organization (!LO).

Entitlement to work:

- Only colleagues with a legal right to work in the country will be employed.
- For both colleagues and agency colleagues, original documents will be reviewed and then returned to colleagues to verify right to work.

Labour agencies:

- Labour agencies will only supply colleagues registered with them.
- Only labour agencies and providers with a valid GLAA license will be engaged with when recruiting and employing colleagues, regardless of if permanent, temporary, or seasonal.
- Relationships with labour agencies will be covered by a Service Level Agreement which meets all national legal requirements.
- Labour agencies will be audited on a regular basis to ensure compliance with national requirements.

Land and Water Rights:

- All suppliers will demonstrate that they have identified and documented any legal and/or customary rights in relation to land and water use of their operations.
- All suppliers will operate legally within their premises with the correct business licenses and permissions and have systems to ensure that all relevant land and water rights have been complied with.
- When land or water rights have been relinquished by Indigenous People or Local Communities to the benefit of the supplier, the supplier will ensure that the decision was reached through a process of Free, Prior & Informed Consent in line with national legislation.
- If a land or water rights claim against the supplier is raised through judicial or non-judicial processes, the supplier will engage in good faith to resolve the conflict and will keep PDM Produce (UK) Ltd informed at all stages of the claim.

Cultivating a Sustainable Future:

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<i>Issue Number: 4</i>	<i>Issue date: February 2025</i>	<i>Page: 3 of 6</i>

- We strive to reduce our environmental impact in every way possible, working towards practices that support a healthy planet for present and future generations. This aligns with key SDGs like Goal 12 (Responsible Consumption and Production).

Community Partners:

- We treat the communities where we operate with care and respect, building trusting relationships that benefit everyone involved.

Ethical Conduct:

- We are committed to transparency in everything we do. We will never be tempted by corruption or dishonesty.

Privacy Matters:

- We safeguard the privacy of our team, customers, and partners, and we always handle their data responsibly.

How We'll Make It Happen

- **Knowing Our Risks:** We carefully assess where human rights, diversity, and inclusion issues might arise so we can prevent problems before they occur.
- **Supplier Collaboration:** We have a Supplier Code of Conduct that aligns with our values, and we work with our suppliers to uphold the ETI Base Code. Membership in SEDEX <https://www.sedex.com/> is expected for our supply chain partners.
- **Customer Partnership:** We collaborate with our customers to understand their expectations and jointly address ethical considerations in the supply chain.
- **Industry Engagement:** We actively participate in initiatives like the [FNET - Food Network for Ethical Trade](#) and the [Ethical Trade Forums - Ethical Trade Forums \(foroscomercioetico.com\)](#), sharing knowledge and best practices to foster a more responsible and inclusive industry.
- **Learning and Growing:** We'll educate ourselves and our teams about human

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<i>Issue Number: 4</i>	<i>Issue date: February 2025</i>	<i>Page: 4 of 7</i>

rights, diversity, and inclusion, constantly seeking new ways to improve.

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<i>Issue Number: 4</i>	<i>Issue date: February 2025</i>	<i>Page: 5 of 7</i>

- **Taking Action:** We won't shy away from fixing problems or making changes whenever we need to. Violations, which are actively communicated to colleagues and supply chain partners, will be investigated and actioned accordingly. We encourage everyone in the PDM family to speak up, without fear of consequences, if they see something that should not be happening. This is why we have a dedicated PDM Whistle Blowing policy that is linked with SafeCall and can be accessed here: [File a Report - Safecall Ltd \(www.safecall.co.uk/report\)](http://www.safecall.co.uk/report)

Addressing Issues Head On

- Will an adverse human rights issue arise, a specialized incident management team (HR, Senior Operations, H&S) will immediately convene. This team possesses expert training in modern slavery and collaborates with key agencies. All investigations will adhere to the principles of observe, gather, and protect. We will escalate matters to external authorities (e.g., GLAA, Crimestoppers, Modern Slavery Helpline) and customers when necessary.

Remediation:

We are steadfast in our commitment to address human rights violations. Will we discover that the human rights of any of our colleagues or colleagues in our supply chain have been compromised, we will work with relevant agencies to achieve comprehensive remediation.

- **Established Partnerships:** PDM Produce has built strong partnerships with the GLAA (Gangmasters and Labour Abuse Authority), ALP (Association of Labour Providers), local police forces, community groups, SWTF, FNET and Customers. We will collaborate with these partners to ensure the specific needs of victims are met, if applicable.
- **Focus on Children:** In cases of child labour, we prioritize ongoing liaison with stakeholders and local authorities. If any child colleagues are identified, we will partner with appropriately qualified organizations (e.g., Local NGOs) to develop responsible solutions that prioritize the children's long-term well-being. These programs will be informed by best practices and aim to address the educational, social, and economic needs of the children involved. Our remediation process will include:
 - o Sharing contact information with the local NGO regarding the identified child worker.
 - o Facilitating trust-building between the NGO, the child, and the family through home visits.
 - o Supporting the child's school enrolment and monitoring their attendance.
 - o Implementing robust measures to prevent similar occurrences.

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<i>Issue Number: 4</i>	<i>Issue date: February 2025</i>	<i>Page: 6 of 7</i>

- **Supplier Accountability:** We actively collaborate with suppliers to identify and address ethical concerns. However, suppliers who fail to take corrective action on adverse human rights impacts will be delisted from our partnerships. We also expect our suppliers to have effective remediation procedures in place.

Reporting and Improvement

- We believe in sharing our progress with transparency using tools like SEDEX and through our annual Modern Slavery Report. Our dedication to improvement means we'll learn from metrics and always strive for a better future, especially regarding relevant SDGs.

Our Legacy

- This Human Rights Policy will be reviewed and updated as needed by the HR Manger and the Board of Directors, with input from our own people and external stakeholders, and will include a review of any incidents and changes in legislation, NGO Guidance, and customer requirements. It's about creating a just, sustainable, and inclusive business that our family can be proud to hand down to the next generation.

Signed Managing Director (Sales & Prepared)



Date 16.04.2025

Signed Managing Director (Farm)



Date 16.04.2025

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<i>Issue Number: 4</i>	<i>Issue date: February 2025</i>	<i>Page: 7 of 7</i>