



Modern Slavery Statement  
2019/2020

JZ Flowers International Limited



# Introduction

Our understanding and definition of Modern Slavery and Human Trafficking is based on the definitions set out in the Modern Slavery Act 2015 and is guided by the UN Universal Declaration of Human Rights and the conventions of the International Labour Organisation (ILO) in relation to forced or compulsory labour.

The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour, Human Trafficking and slavery-like practices such as debt bondage, sale or exploitation of children and forced marriage. This all involves a person depriving another person of their liberty, in order to exploit them for personal or commercial gain.

This statement has been published firstly to meet compliance with the Modern Slavery Act and to share our approach and commitment in tackling and preventing Modern Slaver offences both within our own operations and our supply chain.



600,00 bunches of flowers per week in Newport

Largest packer of Fairtrade flowers in Europe



Pioneer, and now biggest procurer, of Ethiopian Product

# Our Business & Supply Chain

JZ Flowers International Limited (JZF) is a manufacturing company supplying flower bunches to the supermarket chains, primarily Aldi and Coop in the UK and Aldi in Ireland. We have around 500 colleagues across 4 sites in Newport, Spalding and Naas, Ireland and Netherland

Circa 26% of all total UK weekly flower production is made at JZF Newport



JZF supply chain is worldwide covering suppliers across Europe, Africa, Asia and South America, including hundreds of direct producers and over 50,000 international workers.



# Our Values

How we do business is important to us. JZF is a family-business, owned and managed, with an ethos to match. We recognize and understand that all our colleagues and workers are our most valuable asset.

Ethical Trade is a centric value for our strategy for the future. We believe that operating in an ethical and sustainable manner provides us with a license to operate.

Corporate Responsibility and ethical trading represents different values for different organisations. For JZF, we define our social responsibility and ethical trading values as working in partnership with our suppliers to collectively take responsibility for the working conditions of all people who make the products we sell. We support and empower our suppliers to meet our ethical trading expectations and adherence to FSi compliance. Our strategy is driven by JZF's desire to be a leader in ethical trade and has been designed to meet the requirements of the UN Guiding Principles and the UK's Modern Slavery Act.

Our mission is to take a proactive and collaborative approach to ensuring our business and our supply chains operate ethically. We will achieve this by working towards clear goals and objectives as defined within the JZF Ethical Trade Strategy. These objectives have been developed in line with Stronger Together guidance, industry standard leading practices and the UN Guiding Principles on Human Rights.

## Governance & Responsibility

Our Chief Executive has ultimate responsibility for ensuring JZF meets its ethical trade responsibilities. He is supported by the Senior Management Team and the Ethical Trading Manager who manages the JZ Ethical Trade Program on a daily basis.

The JZF Senior Management Team are updated on a monthly basis via the JZ Ethical Trade Committee which is chaired by the Ethical Trade Manager. Overall business performance, market issues/trends, ethical trading progress, compliance KPI's and critical audit findings are discussed and tracked via the Ethical Trade Committee. These updates are also used as an opportunity to gain business approval for program changes and for appropriate escalations to be made.

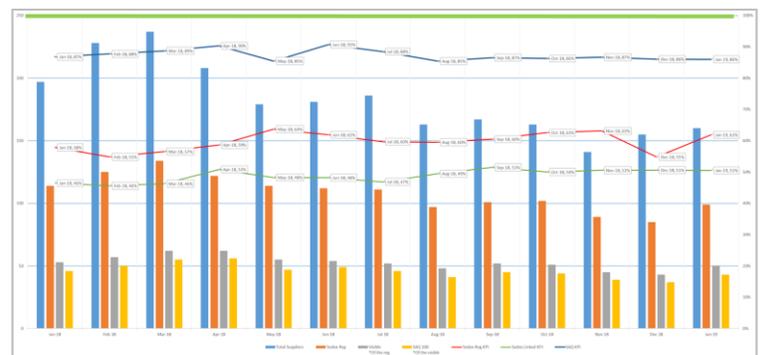
## Risk Assessment & Due Diligence Framework

### SUPPLIER MONITORING PROGRAM

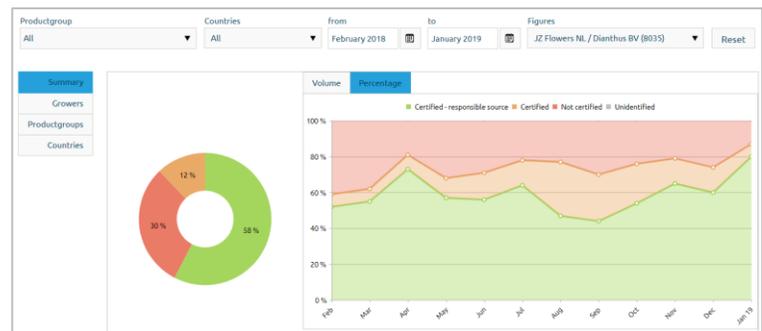
A core function within the Ethical Trade Strategy is our Supplier Monitoring Program. The proactive monitoring of our global suppliers is an essential business practice to enable JZF to measure and manage performance against our ethical trade requirements and to enable us to drive continuous improvement and effectively manage the risks of Modern Slavery.

Supplier requirements are defined within the JZF Ethical Trade Policy and these requirements set the social standards we hold for all our suppliers.

These requirements are monitored on a monthly basis via the Ethical Trade KPI tracker and sustainable sourcing scan. Where requirements are not being met, our Ethical Trade Manager engages with the supplier in question to define the corrective actions needed and agree formalised plans and timescales of when compliance will be reached.



Supplier Monitoring Program – KPI Tracker



Floridata - Sustainable Sourcing Scan

JZF also uses the Sustainable Sourcing Scan Tool via Floridata to monitor compliance with the Floriculture Sustainability Initiative (FSi) and manage sustainable performance and approach within our supply chain.

### RISK ASSESSMENT TOOL

JZF supply chain is short in terms of tiers relative to other industries. This size and scale has enabled us to undertake an initial risk assessment based on inherent risks associated with each sourcing country. Our initial risk assessment is currently based only on country risk using country specific socio-political risks and Global Slavery Index Data.

### KEY RISKS IDENTIFIED

Based on our risk assessment tool and review of our own operations and supply chain, we have identified the following key risk areas;



In 2019 and beyond, we will be creating tailored initiatives and strategies to drive responsible recruitment practices within our Daffodil supply chain and engage with our international suppliers to review the impacts of global migration patterns and ensure appropriate due diligence and controls are in place.

Our Ethical Trade Manager will also develop training programs for both our buying and commercial colleagues to raise their awareness and understanding of Modern Slavery and to drive ethical buying practices.

### SEDEX

To provide a sound level of assurance against our ethical requirements, JZF became a member of the Supplier Ethical Data Exchange (Sedex) in 2007 and we require our suppliers to do this also.

Sedex is a global not-for-profit membership organization, which provides a collaborative platform for sharing responsible sourcing data on supply chains.

The result of our ethical audits and completed self-assessments are accessible to any A or AB member upon request. JZF uses the Sedex system to share, review and centralize supplier data, and improve transparency and global coverage of its supply chain.



## FLORICULTURE SUSTAINABILITY INITIATIVE

The Floriculture Sustainability Initiative (FSi) is comprised of over 30 major businesses and associations that are taking responsibility and ownership to have 90% of flowers and plants sustainably sourced by 2020, of which JZF is an active member.

FSi has created a Basket of Standards as an instrument to mainstream and promote responsible sourcing of flowers and plants in the areas of environmental and social practices. The Basket of Standards is benchmarked by GLOBAL GAP and The Global Social Program (GSCP) and has been developed to harmonize certifications within the market and to reduce duplication of certifications. The basket of standards has in turn allowed JZF to adopt a “beyond audit” approach and focus on capacity building and supplier support.



FSi Basket of Standards

The FSi Basket OF Standards helps the supply chain to produce, trade and buy more responsible flowers. Using the FSi Basket as a reference, we can identify suppliers with responsible practices and products.

## What have we done so far?

- We appointed an Ethical Trade Manager whose sole responsibility is to create, manage and implement our Ethical Trade Program
- Fully delivered our first Ethical Trade Program with immediate impact;
  - **Smeta audit performance increased by 66% within JZ Flower sites**
  - **Sedex registration of current suppliers increased from 63% to 94% with Smeta audit coverage increasing from 29% to 89% for high risk suppliers**
- Awarded a highly commended Coop Ethical Trade Award for our rapid and proactive approach in setting up an effective ethical trade program
- Created a risk assessment tool and gap analysis to identify risks of human rights abuses within our own operations and supply chain
- Dedicated resources and structures in place to manage and drive the JZF Ethical Trade Program
- Our Ethical Trade Manager has visited over 30 growers across 10 countries specifically to discuss the JZ Ethical Trade Program and present the responsible labour practices JZF expects from all its suppliers
- Collaboration with Stronger Together supporting the roll out of a new national training program in how to manage a case of Modern Slavery
- Internal training programs completed by key personal including;
  - **Lead Social Auditing to SA8000**
  - **Stronger Together Training in Tackling Modern Slavery in UK Businesses and Tackling Modern Slavery in Global Supply Chains**
  - **ETI Essentials Workshop 1: Introduction to Ethical Trade and Workshop 2: Managing Risk: Audit & Beyond**

***2018 was a year focused on defining our values and formalising our approach in tackling the risks of Modern Slavery both within our own business and our global supply chain. We have now established effective governance systems to steer the business in identifying and managing these risks and looking at 2019 and beyond, we are now focused on measuring the impact these systems and structures have had to enable us to re-focus, re-align and to drive real change and improve standards within our own business and supply chain.***

## Plans for 2019 and beyond...



Creation of tailored initiatives and strategies to prevent and mitigate Modern Slavery within our high-risk areas



Development of the risk assessment tool to include site specific issues, audit findings and alignment with the Sedex Forced Labour Indicator reporting tool



Deliver inhouse ethical trade training for buyers to ensure compliance and commercial



Integrate ethical trading buying KPI's to ensure ethical trade is "built in" not "bolt on"



Completion and publication of the Stronger Together reporting tool



Raise awareness of the Responsible Recruitment Toolkit within our Daffodil supply chain

## Supplier Engagement & Capacity Building

Through our Grower Development Project, we will further engage with our strategic suppliers to understand their ethical trade capabilities. We recognise that for us to achieve our ethical trade mission, we must focus not just on certification and auditing, but supplier collaboration and engagement to build awareness and understanding of socially responsible practices and the benefits it brings to both workers and the grower organisations.

Underpinning our 2019 Ethical Trade program are several key activities focused on supplier engagement, capacity building and sharing best practice to raise awareness and understanding of the social responsibility all our growers hold. In collaboration with the Dutch Flower Group, we are aiming to create global grower conferences to specifically discuss ethical trade and start collaborative conversations around the key challenges we all face within the industry to enable us to drive solutions with global growers and workers.

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**Jelle Zwemstra**

CEO, JZ Flowers International Limited

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