

SWS Labour Provider Audits





Rational and Methodology

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6
Growers

36
Interviews

16
Countries

Phases 1 & 2 Initial Contact followed by Meeting with each Operator

Phase 3 Document & Process Review

Phase 4 Site Visits & Worker Interviews (in person & online)

Phases 5 & 6 Collation of Findings & Reports Completion

Phase 7 Review & Corrective Action

Phase 8 (TBC) Further Support & Training/Guidance

Systematic Trends

	No: Sites	No: Interviews	Intermediary person organised job	Individuals not aware of licensed LP	No details of the farm prior to arrival	Accommodation concerns	No details of the contract (either not received or not read)	Confusion over work details i.e. hours, wages	No contact with operator (pre or post arrival)	No knowledge of the Just Good Work app
Operator 1	1	6	X	X	X	X	X	X	X	X
Operator 2	4	22	X	X	X	X	X	X	X	X
Operator 3	2	8	X	X	X	X	X	X	X	X

Isolated Incidents

	No: Sites	No: Interviews	Workers found to not have return tickets	Wrong travel info provided	Contracts not provided in local language	Missing info from contracts	Confusion over work details i.e. working hrs and pay	Racism
Operator 1	1	6			X	X		
Operator 2	4	22		X				
Operator 3	2	8	X			X	X	X



Positives

Positive points highlighted during audits

Positive points
Grower audits conducted by DB Compliance, the accommodation checks are very thorough.
Internal whistle blowing hotline for all workers
Online portal system to trace workers recruitment journey

Case Studies

UZBEKISTAN



Did not appear to know who the employer was and did not recall seeing a contract

KAZAKHSTAN



Worker was asked to pay £60 to 'secure' the job, only once this was paid did they get access to the farm information and contract when they arrived at site they got the money back

TAIJKISTAN



Had not been charged any costs but had heard from others that they had to pay for different services. The SWS operator had not been in touch since their arrival

SUDAN



Has dual Ukrainian / Sudanese nationality. Had to pay a £150 fee to Anouska who works for the local recruiter.

MOLDOVA



Only costs were for visa and travel which had been paid for directly. No additional fees or payments to 3rd parties

SOUTH AFRICA



Was looking for work in the US but no more visas available. E-mailed documents and was told what they needed to do, with general information about the farm. Visa payment was about £200-250 plane tickets were £800 (return)

BARBADOS



The visa application took 15 - 20 days & did not expect to get a full six months. It was a smoother process than had been expected with generally positive feedback in relation to the operator

MOROCCO



Married to a Ukrainian, found out about the job on Facebook, Mamood contacted him, real job a Doctor in the city - paid him £200, his wife paid £150 and also paid a £150 deposit

Thank you



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