

Dear Ms Babin,

Thank you for your letter dated 20th March 2024, detailing concerns about allegations of labour exploitation at Haygrove and more widely in UK agriculture. Fruitful Jobs is one of many suppliers of labour to UK farms and one of 6 that are approved by the UK Home Office to provide migrant workers under the Seasonal Worker Scheme. Due to the scale of UK agriculture and the vast number of labour users and recruiters, we cannot comment on the macro industry detail in your letter; however, we strongly refute any allegations against Fruitful Jobs.

Recruitment Process

Fruitful Jobs works collaboratively with our clients during the recruitment process to ensure that the correct workers are selected, that workers receive detailed and accurate information about the jobs they are being offered, and that all employment is freely chosen. The job information is provided verbally and in writing in the worker's native language. The offer of employment includes a job description, information about the accommodation including cost, details of recreational facilities, rates of pay, minimum working hours, average working hours over the season, pay frequency, training periods and a list of what migrant workers should bring with them. This document is signed digitally by the migrant worker at the point of job acceptance.

Workers are encouraged to download "Just Good Work," an independent app that provides information about workers' rights in the UK and signposts organisations and NGO's that can be contacted for help. The worker also signs this document digitally at the point of job acceptance.

Recruitment Fees

It has come to our attention that there have been reported cases of migrant workers being asked to pay recruitment fees to come to the UK. We want to reiterate that Fruitful Jobs categorically does not request or facilitate any form of payment from migrant workers for recruitment services. We do not offer any other optional or compulsory services that require workers' payment. To be clear, no worker pays Fruitful Jobs at any stage of the recruitment process, during their stay in the UK, or after they leave. Any payments required for the visa are made directly to the UK government or its approved service partners.

Wages and Deductions

All migrant workers, including those at Haygrove, are paid the equivalent of the UK National Living Wage as required by the UK's National Minimum Wage and by the rules of the Seasonal Worker Scheme. Any deductions are in line with these legal requirements. Workers are provided with contracts in advance of departure to the UK that guarantee these minimum rates.



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The wages detailed during the recruitment process are accurate and correct; there is no discrepancy between this and the actual wages paid.

Opportunity to return

Fruitful welcomes thousands of workers back to the UK each year, and we are proactive in offering returnee placement; it is good for us, good for the farm and good for the worker.

Rejecting an offer of employment and requesting a transfer

All visa workers are permitted to leave the UK at any stage of their visa or request a transfer to an alternative farm if they are dissatisfied with the conditions of work, earnings or accommodation.

Experience of workers at Haygrove

We take these matters seriously and work closely with farms and provide workers with a formal complaints' mechanism. Further details about the alleged issues are detailed in Haygrove's response.
Yours sincerely

Justin Emery
Managing Director