



## MODERN SLAVERY TRANSPARENCY STATEMENT



### MODERN SLAVERY

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Slavery and human trafficking remains a hidden blight and is a growing concern in both industrialised and developing economies. Caterers Choice and Fruitypot take their responsibilities under the Modern Slavery Act 2015 very seriously and operate a zero-tolerance approach to forced labour and slavery of any kind within the organisation and global supply chain. Every colleague has a responsibility to be alert to the risks and report concerns. Management are expected to act upon them.

### OUR BUSINESS

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Caterers Choice and Fruitypot are leading importers and distributors of canned goods and ambient products for the UK foodservice, manufacturing and retail sectors. Caterers Choice are a family owned and run business established in 1988 by the current Chairman. Fruitypot was started in 2007 but in 2016 was established as a separate business. All policies and procedures cover both companies as appropriate.

Our two companies only source products from reputable suppliers. Both businesses are committed to developing long term partnerships with all its suppliers. Of our current supplier base, over 20% have been trading with for over 10 years and 45% for over 5 years, building a high level of trust and confidence that the ethos of the two companies is reflected through the supply chain. Caterers Choice and Fruitypot are extremely selective in choosing new partners when sourcing our range of commodities to ensure that standards are maintained.

Caterers Choice and Fruitypot encourage best practice regarding anti-modern slavery and aim to only work with Suppliers who share our standards for fairness and human rights.

### OUR STRUCTURE

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Caterers Choice and Fruitypot are comprised of 35 employees across both companies. All employees are employed at one site in the UK. Our structure allows discussion of issues across all management levels to be fluid and impactful, enabling us to be a strong proponent and effective participant in ethical practices globally.

### RESPONSIBILITIES

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With the full support of the Managing Director and Co-Directors, the Head of Technical is responsible for guiding and directing the Caterers Choice/Fruitypot anti-slavery initiatives. These are defined with the guidance of Hope for Justice and the Slave-Free Alliance.

### POLICY INITIATIVES

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The Ethical Trading Policy is a core element of our commitment to responsible sourcing along with the Supplier Approval policy. Copies of these are available and they define the initiatives undertaken to drive the anti-slavery standard within Caterers Choice and Fruitypot.

### OUR SUPPLY CHAIN

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We know that transparency in our supply chain underpins customer trust. We only source high quality products from approved suppliers. Where possible, new products will be sourced from existing suppliers as we are selective in choosing our partners when sourcing our range of products. We have established long term relationships based on trust with many producers around the world including the UK, Europe and the Far East.

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Where a new supplier is required a supplier approval process is followed to ensure that our anti-modern slavery requirements are met.

We encourage each supplier to adopt a 'one-up' approach to anti-slavery to cover each link in the chain. It would not be feasible for Caterers Choice or Fruitypot to have a direct relationship with every supplier involved in the chain.

### PROGRESS SO FAR IN KEY PERFORMANCE INDICATORS

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We recognise that our biggest risk in relation to Modern Slavery is in our global supply chain. The key actions that have been undertaken are in-line with improving the knowledge of our suppliers' standards and defining the future requirements that Caterers Choice and Fruitypot seek of their suppliers.

The following actions have been undertaken in the last 12 months:

- Enhanced our membership level of Sedex to now be A/B members, including Sedex analytics and Risk Assessment Tool.
- In conjunction with Slave Free Alliance, completed a Gap analysis of our policies and procedures.
- Arranged a shadow ethical audit at one of our suppliers, to increase our knowledge on how to identify Modern Slavery concerns within our supply base.
- Re structured our team to provide clear accountability for ethics and modern-slavery. Including appointing a Compliance Manager, and the Technical Managers being aligned to product categories / suppliers.
- Attended the Slave-Free alliance seminar to increase our knowledge and network of supporting companies.
- Worked closely with both customers and suppliers to address ethical concerns and drive improvements.
- Published a report based on our supplier Sedex SMETA Audits and Findings.

On-going actions:

- New Suppliers subject to ethical due diligence checks and potential compliance audits including checks against our Ethical Trading Policy.
- Work with suppliers where modern slavery concerns have been raised and suppliers unwilling to make improvements will be exited from the business.
- Using the networking opportunities available within the business to promote the anti-modern slavery agenda.
- Publish a monthly At a Glance Responsible Sourcing report to include Modern Day Slavery and Ethical Compliance Review.

Proposed Actions to be completed in the next 12 months:

- Review of supplier ethical questionnaire content, to develop the questions and ensure the supplier responses drive clear action.
- Develop a long term ethical strategy based on the findings of the GAP analysis
- Refinement of the supplier risk assessment criteria as risks and priorities change.
- Continue training of key personnel to improve knowledge across the business to be able to recognise key indications of modern slavery concerns when undertaking supplier visits.
- Develop an improved sub-contractor approval process and incorporate modern slavery requirements into this approval process.

### DUE DILIGENCE AND RISK ASSESSMENT

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We recognise that our biggest risk in relation to Modern Slavery is in our global supply chain. Whilst it is not possible to touch each and every point in our supply chain, we have adopted a risk assessment strategy to identify and prioritise

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risk. In assessing risk within our supply chain, steps have been taken to develop and identify where the highest risks may occur. Where issues are found Caterers Choice / Fruitypot with the help and guidance of partners such as Hope for Justice/ the Slave-Free Alliance will work with Suppliers to investigate and decide how issues can be remediated or mitigated.

### TRAINING

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- We have identified the need for training and as part of this we are working with Hope for Justice to meet the training needs across all areas of the business.

### CONTINUOUS IMPROVEMENT

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Our aim is to produce our Annual statement within 3 months of our financial year end (30 June each year). However, we are aware and supportive of the continuously changing nature of modern slavery and our business, therefore our statement may be updated within the financial year.

### APPROVAL OF MODERN SLAVERY STATEMENT

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Date approved by Directors: 18.12.2019

Charles Pinder  
Managing Director

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