



## 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 of known origin and traceability. Both businesses are committed to developing long term partnerships with all its suppliers. Of our current supplier base, over 25% have been trading with for over 10 years and nearly 50% 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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Our most valuable asset is the competence and integrity of our team combining complimentary skills to deliver the best products from the best Suppliers and provide the best service to our customers.

### RESPONSIBILITIES

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With the full support of the Managing Director and Co-Directors, the Responsible Sourcing Manager 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 and of known origin and traceability. 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:

- Completed a review of the Ethical Trading policy.
- Letter sent from the Managing Director to all our existing Suppliers outlining our requirements and expectations as well as zero tolerance position throughout the supply chain.
- All existing suppliers were required to complete a questionnaire across all sites and we have encouraged them to have an appropriate ethical policy in place.
- Developed a relationship with the anti-slavery charity Hope for Justice, to assist in the development of our anti-slavery standards and requirements.
- Signed up to the Slave-Free alliance.

#### On-going actions:

- Review of supplier ethical questionnaires to ensure the approach of our suppliers to anti-slavery is aligned with that of Caterers Choice or Fruitypot. Should concerns be identified, remedial action shall be agreed.
- Widening the risk-based approach to suppliers incorporating anti-modern slavery and ethical trading aspects.
- New Suppliers subject to ethical due diligence checks and potential compliance audits including checks against our Ethical Trading Policy.
- Suppliers are encouraged to improve conditions where a risk has been highlighted.
- Develop a shared and common approach, working collaboratively with external stakeholders, independent agencies and Hope for Justice.
- Following the Slave-Free Alliance programme including a modern slavery threat assessment of the business.
- Using the networking opportunities available within the business to promote the anti-modern slavery agenda.

#### Proposed Actions to be completed in the next 12 months:

- Produce an action plan following the outcomes of the modern slavery threat assessment.
- All new suppliers to be sent a copy of our Ethical Trading Policy and sign to adhere to the requirements.
- All existing suppliers to agree to adhere to our Ethical Trading Policy.
- Refinement of the supplier risk assessment criteria as risks and priorities change.
- Work with suppliers where modern slavery concerns have been raised and suppliers unwilling to make improvements will be exited from the business.
- Training of key personnel to improve knowledge across the business and 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.





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### 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 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 clarify the training needs across all areas of the business to develop targeted training and communication plans.

### 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: 03/12/2018

Charles Pinder  
Managing Director

