

## **Modern Slavery Statement**

### **Introduction**

- As part of the foodservice sector Creed Foodservice recognises and understands its responsibilities to ethical working practices.
- The Company is absolutely committed to those ethical practices, preventing slavery and human trafficking in its activities, and ensuring that its supply chains are free from slavery and human trafficking.

### **Company structure and supply chains**

This statement covers the activities of Creed Foodservice:

- One of the UK's leading independently owned foodservice wholesalers operating from three locations and specialising in a comprehensive range of multi-temperature products and services to caterers throughout the country, providing great service through great people. The Company currently only operates in the UK.
- We request that all of our approved suppliers confirm that their businesses are also established and maintained on the criteria and commitments set out in our ethical trading policy.
- We specifically state within our ethical trading policy that all employment is freely chosen by the individual and not forced. Compulsory or coerced labour will not be tolerated and all employees must be free to leave their employment after providing notice as per their contracts.

Responsibility for the Company's anti-slavery initiatives is as follows

### **Policies:**

The Company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations

- Creed Foodservice has robust and fully communicated HR policies and standards which set out its commitment and compliance to upholding legislation and fundamental rights at work.
- Creed Foodservice expects that everyone regardless of their race, sex, age, disability, religion or belief, gender/gender reassignment, sexual orientation, marital status, pregnancy or maternity status will not be treated less favorably or disadvantaged in anyway.
- The People Folder (HR Policy and procedure manual) makes clear to employees the actions and behaviours expected of them when representing the Company. The Company strives to maintain the highest standards of employee conduct and ethical behaviour.
- The Company has clearly stated values and these underpin our daily decisions and our training, development and communication practices.
- The Company is an accredited member of the Living Wage Foundation. The Living Wage Foundation is an independent movement of businesses, organisations and people who believe a fair day's work deserves a fair day's pay.
- All employees are subject to a right to work check in accordance with UK legislation. A person is unable to work for Creed Foodservice unless they are able to prove that they are legally able to work in the UK.
- The Company uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

- Creed Foodservice has a whistleblowing policy which sets out how employees can raise any concerns that they may have. The policy applies to all employees and managers of the Company and all others performing functions in relation to the Company such as agencies, contractors and suppliers.
- We have an ethical trading policy that sets out how we ensure good ethical principles to enhance how we run our business. This ensures that we supply high quality products to our customers and guarantees that we source and manufacture everything in a fair and ethical manner.
- Creed Foodservice is registered with SMETA to ease the auditing burden on suppliers, to drive improvements in supply chain standards and demonstrate a commitment to the continuous improvement of ethical performance within the supply chain.

Creed Foodservice requires all employees to have an awareness of our Modern Slavery Statement and will communicate it accordingly.

#### **Board approval**

This statement has been approved by the Company's Board of Directors, who will review and update it annually.

Director's signature: *Martin Holmes*

Date: 17 February 2020