

JJ Food Service Limited, Head Office and Registered Office 7 Solar Way, Innova Park, Enfield, EN3 7XY
www.jjfoodservice.com 01992 701 701

Modern slavery statement

Introduction
JJ Food Service Limited welcomes the requirements of Section 54 of the UK Modern Slavery Act 2015 and works towards better strategic understanding of the risks and impacts of our core supply chain towards the prevention of modern slavery or human trafficking.

Organisation
This statement applies to JJ Food Service Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022/2023.

Organisational structure
JJ Food Service is a national food service specialist with Eleven branches across the UK supplying all food industry sectors, from restaurants, pubs and hotels to schools, universities and local authorities. The business offers a wide range of fresh, chilled, ambient and frozen products, a selection of high-quality own-label lines, and packaging and cleaning materials, all competitively priced.
Customers can shop online, visit a branch or via telesales for same-day collection or next-day delivery, with great deals for customers who click & collect. All prices are visible on the website and more than 70% of sales come from orders placed online at www.jjfoodservice.com

The labour supplied to the Organisation in pursuance of its operation is carried out in United Kingdom only.

Policies
The Organisation has the following policies which further define its stance on modern slavery

- Modern Slavery Statement

Definitions
The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment
The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.





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The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom.

The Organisation has a whistle blowing policy in place which applies to all employees, agency staff, contractors, subcontractors, agents, suppliers or any other person associated with the Organisation. Any concerns reported will be investigated thoroughly.

Supply chains
In order to fulfil its activities, the company worked with approximately 400 suppliers in the last 12 months, 86% are domestic, 8% European and 6% from outside the European Economic Area.

Potential exposure
The Organisation considers its main exposure to the risk of slavery and human trafficking exists in its supply chains because they involve the provision of labour in countries where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited as it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps
The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Implementing the supplier assessment questionnaire ensures measures are in place to identify and assess the potential risks in our supply chains
- undertaking impact assessments of our services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- Embed a zero-tolerance policy towards modern slavery in any of its supply chains and in any part of its own organisation
- Conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will
- Modern Slavery Statement provided to employees.





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Key performance indicators
The Organisation has set key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

(Within the organisation the company complies with the national minimum wage and national living wage legislation for the employees and we verify each supplier against their own policies and procedures and via conducing a "supplier assessment questionnaire" SAQ).

Responsibility for the policy
Ultimate responsibility for the prevention of modern slavery rests with the Company's leadership. The board of Directors of the Company has overall responsibility for ensuring this policy and its implementation comply with the legal and ethical obligations.
Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Reporting concerns about Modern Slavery or Human Trafficking
Concerns about suspected modern slavery associated with the Organisation or our suppliers may be reported in confidence by employees to our QA Team who will then determine the Organisation's next course of action, or the Modern Slavery Helpline on 0800 0121 700 or **https://modern-slavery-statement-registry.service.gov.uk/**

Date of approval: 01.08.2023

Signed: *Mustafa Kiamil*
Print name: Mustafa Kiamil
Job Title: CEO
Date: 01.08.2023

