BELAZU

LOVED & TRUSTED
CHEF-GRADE INGREDIENTS

Modern Slavery and Human Trafficking Statement
For the Financial Year Ended April 2025

This statement is made in accordance with Section 54, Part 6 of the Modern Slavery Act 2015. It constitutes our modern slavery and human trafficking statement for the financial year ended April 2024.

Structure

The Fresh Olive Company, trading as Belazu is a subsidiary of the William Jackson Food Group, "the Group", a sixth-generation family business. We procure, manufacture and supply a wide range of Mediterranean and Middle-Eastern inspired food products to thousands of customers from retail supermarkets to casual dining chains, from independent restaurants to FMCG (Fast Moving Consumer Goods) manufacturers, in the UK and via export around the world. Having acquired Miso Tasty in 2023, we also supply a range of Japanese ingredients to the same wide ranging customer base internationally.

We are based in Greenford, Middlesex where both our factory and warehouse premises are located. We employ around 230 people and generate an annual turnover of £53.4m

We source over 750 different ingredients and packaging from over 160 suppliers from both the UK and overseas, together with over 370 suppliers for indirect goods and services.

Our Mission and Values

Our mission is to inspire and serve chefs in every kitchen. Our cultural values underpin every aspect of our business, and consist of looking after our People and Customers, and trading with Honesty, Accountability and Passion.

Policy Statement

This statement reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to protect and safeguard those that work for us and with us, including anywhere in our supply chains.

We manage our supply chain with a great degree of care, recognising our supply partners as a crucial part of our business. We have direct suppliers, from whom we buy ingredients, packaging and finished goods, and "indirect" suppliers, such as those who supply our utilities. We are committed to eradicating all instances of modern slavery or human trafficking both within and beyond our supply chains.

We are fully committed to play our part in tackling modern slavery, and whilst this responsibility rests with the Company's leadership teams it is shared by everyone. The Belazu Board has overall responsibility for ensuring this statement and its implementation comply with our legal, moral and ethical obligations. Leaders 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.

Training and Awareness

Raising awareness is central to our approach. We make sure all colleagues understand the risks of modern slavery and feel confident in recognising and responding to concerns. Modern slavery is covered in our induction programmes, and ongoing awareness is promoted through training courses, toolbox talks, our "Are you ok?" campaign, and our Commitment to Care initiative which encourages everyone to look out for the people next to them. Our leadership teams and colleagues in key functions, such as People, Procurement, Technical, and Operations, receive additional training and workshops to build capability in identifying and acting upon any concerns of modern slavery. We also reinforce awareness through regular internal communications, guidance materials, and structured workshops that encourage openness and responsibility.

Reporting and Whistleblowing

We are committed to encouraging openness and supporting anyone who raises genuine concerns in good faith, even if those concerns later prove to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Colleagues are reminded of the Group Whistleblowing Policy as the primary method of reporting any suspicions or evidence of slavery or human trafficking. This policy details how our people can safely raise any concerns they may have about possible instances of modern slavery or human trafficking within our own operations or our supply chains.

We accept and take seriously concerns communicated anonymously. We also encourage members of the public or individuals outside of our organisation to write confidentially to the Company Secretary or Group People Director, if they have concerns about modern slavery within our business or related supply chain.

Prevention Within Our Business and Supply Chain

We will take action to address any evidence of slavery or human trafficking. During the past year we have undertaken the following key activities in order to assess and manage such risks within our business and supply chain:

- Co-ordinated activities across the Group (listed below)
    - Completed a Group wide implementation of supplier management software to enable better transparency and management of risk of our supply chain and its suppliers. We are using SEDEX (Supplier Ethical Data Exchange) and an ethical due diligence framework across the William Jackson Food Group.
    - Conducted GLAA(Gangmasters & Labour Abuse Authority) compliant audits on all labour providers.
- We continue to be an active member of Food Network for Ethical Trade (FNET) and attended working groups.

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- We continue to carry out random data checks at regular intervals.
- We display materials at all our sites and in multiple languages to inform and raise awareness within the business.
- We continue to maintain open conversation internally.
- We engage with our suppliers both to convey to them our stance on modern slavery and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses.
- We are active members of the Sedex and encourage our suppliers to engage with organisations such as Sedex or the Ethical Trade Initiative (ETI) that promote the core conventions of the UN's International Labour Organisation.
- We report on the number of our suppliers who have completed the Sedex SAQ as part of our Ethical Sourcing KPI's.
- We record and report on Sedex (or equivalent) membership of our ingredients and packaging suppliers.
- We carry out GLAA-compliant audits on all labour providers.
- We are committed to increasing our internal knowledge and skillset in disrupting modern slavery activity by attending external workshops that build on prior training.
- We have a defined Preferred Supplier List for our labour resource with whom we partner to further work to eliminate modern slavery.

Our priorities for the coming year are:

- Continue to provide training to all colleagues. Encourage continuous professional development in this area.
- We remain committed to strengthening our approach and building on the progress already made. In the year ahead, we will introduce a strengthened Group Whistleblowing Policy and Procedure, supported by an independent external whistleblowing service provider to give our people a safe and confidential channel to raise concerns.
- Extending the William Jackson Food Group Commitment to Care initiative, we will continue to foster greater vigilance and mutual support among colleagues. This will include promoting our "Are you ok?" campaign across the business, embedding and raising awareness of the updated Whistleblowing Policy & Procedure, and delivering targeted training for leaders and key functions to deepen expertise in identifying and addressing risks of modern slavery.
- Continue to analyse data from Self-Assessment Questionnaire and Sedex results to report on and manage risk as part of our ethical due diligence framework.

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- Expand our Hot Spot Mapping (of human rights risk) by engaging with high-risk suppliers to understand their awareness of the issues and the control measures they have in place.
- Extend our supplier risk assessments to indirect suppliers in selected categories defined as at higher risk of modern slavery
- Engage with our customer base in eradicating modern slavery and human trafficking practices in our industry.
- Utilise Authenticate platform in SAQ and eSAQ audit rollout to suppliers.

Conclusion

- We believe that every individual deserves to work in safety, dignity and freedom from exploitation. Through strong governance, effective reporting channels, responsible supplier engagement, and ongoing awareness across our workforce, we are committed to preventing modern slavery and safeguarding human rights in our operations and supply chains.



Signed
David Balmer, Managing Director