



## **LYNAS FOODSERVICE - MODERN SLAVERY POLICY**

**This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Lynas Foodservice Slavery and Human Trafficking Statement for the current financial year ending 31st October 2020**

**AS A COMPANY PROVIDING GOODS AND SERVICES WITH A TURNOVER EXCEEDING £36,000,000, THE REQUIREMENTS OF THE MODERN SLAVERY ACT 2015 APPLY TO LYNAS FOODSERVICE.**

### **Introduction**

Lynas Foods are the owners of Lynas Foodservice and Lynas Food Outlets in Northern Ireland, Ireland and Scotland and we have been distributing food since 1951.

The objective of this document is to set out the actions that Lynas Foodservice is undertaking to comply with the Modern Slavery Act 2015. Lynas Foodservice is committed to taking all reasonable steps to prevent the exploitation of adults and children at all stages within our supply chain.

In particular, employees whose role encompasses procurement, contract management or Human Resources must be trained in the requirements of the Modern Slavery Act 2015.

Lynas Foodservice does not condone slavery or human trafficking in any form and supports the introduction of the Modern Slavery Act 2015, furthermore we expect our suppliers to comply with this standard also.

### **Supply Chain**

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. Our Supplier Approval Scheme and Ethics Policy reflects our commitment to conducting business ethically and with integrity; with effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business.

### **Our Policy**

Lynas Foodservice is an equal opportunities employer and strives at all times to comply with employment law applicable to the relevant jurisdiction (we have depots in Northern Ireland, Ireland and Scotland) and our HR policies and procedures reflect current employment law. The nationality, work permits and ID of all employees are scrutinised as part of the recruitment process.

Management 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 on the issue of modern slavery and human trafficking.

The Human Resources Department must be notified as soon as possible if any suspicion arises of a breach of this policy.

All Directors and relevant employees have been notified of this policy.

Training on this directive and on the risk our business faces from modern slavery in its supply chains forms part of the induction process, and regular refresher training will be provided as necessary. Particular emphasis is placed on training our traders/buyers and those responsible for our supply chain, ensuring they have a thorough understanding of the risks of modern slavery and human trafficking.

Our zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We will terminate our relationship with other individuals/organisations/business partners working on our behalf if they breach this policy.

Lynas Foodservice review policies and procedures periodically to reflect changes in legislation and good practice. We have implemented and frequently review our anti-slavery and human trafficking policy and in doing so consideration is given to the terms of the 2015 Act together with current Government Guidance.

Approved by the Board of Directors on

**Andrew Lynas**

**Managing Director**

**LYNAS FOODSERVICE**

**Dated: 27<sup>th</sup> November 2024**