CHARLES FARAM 1865	Modern Slavery Statement	Document No: No. QA 154 Date: 29/04/2024
	Authorised by: Tim Luckham Control Classification: Public	Issue No. 4

Introduction:

At Charles Faram & Co Ltd we are committed to conducting our business with integrity, transparency, and respect for human rights. As part of this commitment, we recognise the importance of addressing modern slavery and human trafficking in our operations and supply chain. This Modern Slavery Statement outlines our approach to preventing and mitigating the risk of modern slavery within our organisation and supply chain.

We condemn all forms of modern slavery, including forced labour, child labour, human trafficking, and any other forms of exploitation. We are dedicated to upholding the principles outlined in the Modern Slavery Act 2015 and complying with all relevant laws and regulations concerning modern slavery and human trafficking.

Our Organisation:

Charles Faram & Co Ltd is based in Worcestershire and employs 40 people. It has been established as merchants of hops and hop products for over 150 years. Charles Faram stocks and sells one of the largest range of hops in the UK, with over 150 different varieties to choose from.

We purvey a wide range of hop products, such as pellets, extracts and oils to the brewing industry.

Responsibilities:

- Board of Directors & Senior Management

The Board of Directors and senior management are responsible for providing leadership, oversight, and resources to ensure the organisations commitment to this statement.

- Employees

Employees are encouraged to report any concerns or suspicions regarding modern slavery or human trafficking to the designated point of contact.

- Suppliers & Business Partners

We expect our suppliers and business partners to share our commitment to combating modern slavery and to operate in accordance with all applicable laws and regulations. We will work collaboratively with our suppliers and business partners to assess and address any identified risks of modern slavery within our supply chain.

Due Diligence & Supplier Audits:

We will evaluate the risk of modern slavery within our organisation and supply chain. We will conduct due diligence on our suppliers and business partners to assess their compliance and commitment to preventing and addressing modern slavery. This may include reviewing their policies, procedures, and practices related to labour and human rights.

Training & Awareness:

We will provide training and awareness programs for our employees to ensure they understand the risks of modern slavery and human trafficking and their role in preventing and mitigating these risks. Training will cover topics such as identifying signs of modern slavery, reporting procedures, and our company's commitment to ethical business practices.

Reporting & Monitoring:

We encourage open communication and transparency regarding modern slavery and human trafficking issues. Employees are encouraged to report any concerns or suspicions through our designated reporting channels, which will be investigated promptly and thoroughly.

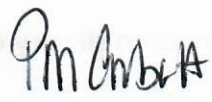
We will take appropriate action to address any identified weaknesses or areas for improvement.

Continuous Improvement:

We are committed to continuously improving our efforts to combat modern slavery and human trafficking. We will review and update this statement where necessary to reflect changes in laws, regulations, and best practices.

Conclusion:

This Modern Slavery Statement is made pursuant to 'Section 54' of the Modern Slavery Act 2015 and reflects our firm commitment and transparency to ethical business practices and respect for human rights. We will work tirelessly to prevent and address modern slavery and human trafficking in our operations and supply chain, and we will hold ourselves and our partners accountable for upholding these principles.

Signed:  **30th April 2024**

Managing Director

Charles Faram & Co Ltd