

CREED

THE FOODSERVICE COMPANY

MODERN SLAVERY STATEMENT

INTRODUCTION

This statement sets out Creeds actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

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Reviewed by: Martin Holmes

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Organisational 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 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.

Countries of operation and supply

We currently operate in the following countries:

- England
- Wales

Responsibility

Responsibility for our anti-slavery initiatives is as follows:

Policies: We have robust and fully communicated HR policies and standards which set out its commitment and compliance to upholding legislation and fundamental rights at work. We make it 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.

Risk assessments: 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 can prove that they are legally able to work in the UK.

Investigations/due diligence: 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.

Training: The Company has clearly stated values, and these underpin our daily decisions and our training, development, and communication practices. Creed 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 favourably or disadvantaged in anyway.

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Whistleblowing policy

We encourage all our workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can contact the HR department.

Employee code of conduct

Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour.

Supplier/Procurement code of conduct

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of our supplier code of conduct will lead to the termination of the business relationship.

Recruitment/Agency workers policy

We use 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.

Due diligence

We undertake due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Our due diligence and reviews include ensuring that:

- Employment is freely chosen and there isn't any presence of harsh or inhumane treatment (e.g. physical or verbal harassment and intimidation).
- Living wages are paid. Wages and benefits meet or exceed national legal minimum wage and applicable laws and regulations. Illegal deductions from wages are not permitted.
- Workers are paid at regular intervals.
- There is no evidence of child labour being used within the supply chain
- All the above points are also adhered to by all suppliers and agency employees.

Performance indicators

We have reviewed our key performance indicators (KPIs). As a result, we are:

- requiring all staff working in supply chain and HR to have completed training on modern slavery;
- continuing with supply chain verification in place, whereby we evaluate potential suppliers before they enter the supply chain; and
- reviewing existing supply chains, whereby we evaluate all existing suppliers.

Training

We require all staff working in supply chain managers and HR professionals within our organisation to complete training on modern slavery.

Our modern slavery training covers:

What human trafficking is;

- Where slavery happens;
- What kinds of exploitation make up modern slavery;
- How you can help victims;
- Who is vulnerable to trafficking and exploitation;
- The National Referral Mechanism;
- The charities and organisations who can make referrals;
- The indicators of trafficking, and
- The British legislation in place to prevent slavery and penalise traffickers

Awareness-raising programme

As well as training staff, we will raise awareness of modern slavery issues by updating our internal communications which will explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

Director Approval

This statement was approved by our board of directors who review and update it annually.

Director's Signature: 

Director's Name: **Martin Holmes**

Date: **11/05/23**