

MODERN SLAVERY POLICY STATEMENT

FOR FINANCIAL YEAR 2025/2026

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Olive Catering Services has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, human trafficking and forced labour, debt-bonded labour and hidden labour exploitation. Olive Catering Services has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

OUR BUSINESS AND SUPPLY CHAINS

Olive Catering Services is a contract caterer providing workplace dining to businesses in UK. We work with many of the leading national food service suppliers who operate to the highest standards. Olive Catering employee approximately 850 Team Members within 150 locations throughout the UK. This policy applies to all locations and Team Members.

OUR POLICIES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy.

This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

2. Recruitment policy.

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all team members to safeguard against human trafficking or individuals being forced to work against their will.

3. Whistleblowing policy.

We operate a whistleblowing policy so that all team members know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

4. Anti-Bribery policy.

We conduct business in an honest way and without the use of corrupt practices or acts of bribery to obtain an unfair advantage.

5. Ethical Trade policy.

We recognise the responsibility we share with our suppliers to operate ethically in line with ethical trade initiative base code.

OUR PROCESSES

Recruitment process

We operate a robust recruitment process including conducting eligibility to work in the UK checks for all team members to safeguard against human trafficking or individuals being forced to work against their will.

Alert Flag response

Any alert flags are investigated and recorded to operate with transparency, and disclosing information about any modern slavery risks we have identified along with actions we have taken in response to them.

Suppliers

Olive Catering Services operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery and ethical trade policies form part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts these policies.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

Ethical Trade

In line with our clients' commitments to the Ethical Trade Initiative (ETI) Base Code, we undergo regular audits to ensure our compliance. We collaborate closely with clients and auditors to monitor and maintain alignment with the code's standards.

RISK ASSESSMENT AND MANAGEMENT

We conduct an annual risk assessment to assess and control issues, hazards and risks related to the recruitment, supply and management of Team Members and workers.

External Audits

Labour providers are also regularly audited for recruitment practices and any preventative measures on modern slavery.

Internal audits and reviews

We conduct regular payroll checks for duplicate bank accounts and addresses which helps detect patterns that are linked to exploitation, modern slavery, and financial fraud.

OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from team members, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- The number of alert flags or concerns raised through our Whistleblowing and Anti-Slavery policies.
- Any alert flags raised have been investigated in line with our modern slavery response plan.
- All Modern slavery modules have been completed by all Team Members

TRAINING

All Team Members are issued annual online training covering what modern slavery is, identifying the signs and how to report potential issues.

APPROVAL FOR THIS STATEMENT

This statement was approved by the Board of Directors

Handwritten signature of Sally-Ann Bradley in black ink.

Sally-Ann Bradley

Handwritten signature of Damon Brown in black ink.

Damon Brown

Handwritten signature of Andrew Norrie in black ink.

Andrew Norrie