

caterite



MODERN SLAVERY STATEMENT

Version 2

Reviewed by: Lorcan Byrne

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Introduction

Caterite is fully committed to ethical working practices, this statement sets out Caterite's actions to understand the potential modern slavery risks related to its business and as a company what steps have been put in place aimed at ensuring there is no slavery, worker exploitations or human trafficking in Caterite's business or it's supply chain.

Organisation and Business Structure

Caterite is one of Cumbria's leading independently owned wholesalers operating from 3 sites, supplying a comprehensive range of both leading foodservice brands and own label within the ambient, frozen, chilled, fresh Meat / poultry, fresh fruit & vegetables, fresh prepared fruit & vegetables, specially selected wines, beers, ciders and spirits as well as non-food and janitorial product categories across Cumbria, Northwest and Northeast of England, and Scotland.

We supply over 1000 customers throughout the UK in the hospitality industry including hotels, restaurants, cafes, health care, education, travel and leisure. We employ around 200 employees across 3 sites, Caterite, Grapevine, and Caterprep.

We specifically state within our anti-slavery and human trafficking policy that employment is freely chosen and not forced, all employees are free to leave their employment after providing notice as per there employment contract.

Responsibility

Responsibility for our anti-slavery program is as follows.

Right to Work Checks

All Caterite employees who work full time, part time, on a temporary or permanent basis are subject to a right to work check in accordance with UK legislation. A person is unable to work at Caterite unless they can prove that they are legally allowed to work in the UK.

Resourcing

Where Caterite may use temporary employees provided by an employment agency, we require the agency to undertake suitable background checks on the agency worker inline with our own standards of conduct, we expect all agencies to comply with our ethical code of conduct which incorporates compliance with the Modern Slavery Act 2015.

Training

Caterite has clear standards within our induction and training plans, Caterite expects that everyone regardless of their race, sex, age, religion or belief, gender/gender reassignment, disability, sexual orientation, marital status, pregnancy or maternity status will not be treated less favourably or disadvantaged in anyway.

Whistleblowing Policy

Caterite operates a whistleblowing policy that applies to all employees, agency staff, contractors, suppliers, or any other person associated with Caterite. All employees can raise any concerns confidentially through the online system, all concerns are investigated thoroughly.

Supply Chain

Caterite takes great pride in sourcing as much of our product range as possible from local and UK suppliers, to offer more quality, provenance, availability, and pricing we also source globally to support the requirements of our customers.

We are committed to working closely with our suppliers to operate ethically within our supply chains, as a minimum we expect all suppliers to comply with our ethical trading code of conduct which is based on the principles of the Ethical Trading Initiative (ETI) and relevant International Labour Organisation (ILO) standards. Prior to trading all suppliers complete a thorough supplier approval process and are expected to provide documented evidence of compliance in food safety and legality standards, Caterites ethical trading code of conduct, BRC or any equivalent GFSI accreditation is a preferred method for approval. All suppliers are required to provide their ethical policy and modern slavery statement where applicable.

Should any supplier fail to meet our standards or be able to provide required evidence of compliance they may not be approved to supply or continue to supply Caterite.

Relevant Policies

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

Whistleblowing Policy

All employees of Caterite are encouraged from the start of employment to report any concerns related to the direct activities, or the supply chains of our business. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure has been designed to make it easy for any employee to make disclosures without fear of retaliation, employees, customers, or others who have concerns can contact the HR department.

Employee code of Conduct

The employee handbook given to all employees makes clear the actions and behaviour expected of them when representing Caterite. We strive to maintain the highest standards of employee conduct and ethical behaviour.

Supply Chain code of Conduct

We are committed to working closely with our supply chain to ensure they 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. Serious violations of our supplier code of conduct will lead to the termination of the business relationship.

Recruitment / Agency Policy

We use only specified, reputable employment agencies to source temporary labour and always verify the practices of any new agency used before accepting workers from that agency.

Due Diligence

We carry out due diligence when approving a new supplier, and regularly review our existing suppliers. Our due diligence and reviews include ensuring that.

- Employment is freely chosen and there is no presence of harsh or inhumane treatment (e.g. physical or verbal harassment and intimidation).
- National Minimum Wage is paid. Wages and benefits meet or exceed the national minimum wage and applicable laws and regulations. Illegal deductions from wages are not permitted.
- Employees 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 managers, employees 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 approval.
- Reviewing existing supply chains, whereby we evaluate all existing suppliers.

Training

All management, employees working in the supply chain and HR within the Caterite business are 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.
- The British legislation in place to prevent slavery and penalise traffickers.

Awareness-raising programme

As well as training employees, we will raise awareness of modern slavery issues by updating our internal communications which will explain the following.

- The basic principles of the Modern Slavery Act 2015.
- How employees 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 business.
- 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 Signature:



Director's Name: Lorcan Byrne

Date: 14/04/2025