



## Modern Slavery Statement

### Introduction

Karro is committed to respecting the Human Rights of all employees and all workers within its supply chain and to tackling all forms of hidden labour exploitation, including slavery and human trafficking. We have procedures in place to help identify and eradicate these practices within our business and to reduce risks in our supply chain. This statement relates to actions and activities during the Financial Year 1<sup>st</sup> Jan 2017 to 31<sup>st</sup> Dec 2017.

We respect the Human Rights of all employees and workers within our supply chain. To mitigate the risk of labour exploitation within Karro and throughout our supply chain, our ethical practices and processes are focussed on Compliance to the Ethical Trading Initiative's internationally recognised code of labour practices. This sets minimum requirements covering the following areas:

1. Employment is freely chosen
2. Freedom of association
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

### Our People – Due Diligence

**Identification Checking** - When recruiting we follow good practice approaches to identification, verification and legitimacy of right to work within the UK.

**Agency Audit** - All of our agency suppliers are subject to audit and each are required to maintain GLA licensing. We recognise that temporary workers are a particular risk in respect of modern slavery and we will continue to work closely with our agency partners to mitigate the risk of potential labour exploitation.

**Employee Interviews** – A representative sample of our workforce are interviewed on a quarterly basis, ensuring that their treatment is in line with the Ethical Trading Initiative Code, and that evidences are sought that that they are not the subject of modern slavery or human trafficking.

**Whistleblowing** - We operate a whistleblowing policy which is designed to make it easy for workers to make disclosures, without fear of retaliation. It is communicated to all employees and agency workers via their induction, Company handbook, and on posters throughout all our locations. We encourage our colleagues to report any concerns they may have regarding any situation which causes them concern or any specific circumstance that may give rise to an enhanced risk of slavery or human trafficking.

**Independency of Colleagues** - Checks are undertaken throughout the year within our own business operations to identify any areas of concern associated with shared addresses or bank accounts.

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## Training and Awareness

**HR Team Training** - Through attendance on the 'Stronger Together' programme, our HR teams and agency providers have received awareness training on the signs and risks associated with Modern Slavery and Hidden Labour exploitation.

**Key People Awareness** - This year will see the wider roll-out of 'Stronger Together' training to employees who are at 'key contact' points in procurement, supplier audit, security and reception.

## Our Supply Chains - Due diligence/Risk Assessment

**Supplier Standards** - Karro undertakes due diligence when taking on new suppliers, and reviewing its existing suppliers. We require all our suppliers to operate to our 'Terms and Conditions of Purchase', which includes a specific requirement to operate according to recognised ethical business standards as defined within the Ethical Trade Initiative base Code and in ensuring the Human Rights of those engaged in the supply chain.

**Supply Chain Audit** - We monitor and review supply chain risk routinely and we have procedures in place to escalate high risk issues where necessary. We have implemented a due diligence approach to identifying risk and prioritising activity within our supply chains and, where we find issues we will work in collaboration with our suppliers, where possible, to improve standards within our supply chains.

This statement has been approved by the organisation's Board of Directors, who will review and update it annually.



**Steve Ellis**

**CEO Karro Food Group Ltd**

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