



## **Modern day slavery statement 2021 – in compliance with the UK Modern Slavery Act (2015)**

Central Supplies Ltd are committed to improving our practices to combat slavery and human trafficking. We recognise that slavery and human trafficking is a real yet hidden issue in our society.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

### **The organisation**

We are a manufacturer and processor of cheese and chilled/ambient food products to the retail and the service industries. We operate from 1 site which is located in Halesowen, West Midlands. All our suppliers are subject to an approval process and are expected to provide Central Supplies with a completed Self Audit Questionnaire based on their processes and a Global Food Safety Initiative certificate or equivalent.

### **Relevant Policies**

Recruitment procedures are based on our Equal Opportunities Policy, recognising the unacceptability of discrimination. The aim of the policy is to ensure no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, nationality, ethnic or natural origin, religious belief, political opinion, sex, marital status sexual orientation or disability.

At the beginning of employment, each employee is given an induction to the workplace and an employees handbook outlining expected employee codes of conduct and company rules and responsibilities. Each employee is given a contract of employment which is signed by the employee and employer.

Any potential employee must be no younger than 18 years of age to work in our warehouse or production room, due to the moving equipment and vehicles which are used in these areas. Apprentices whose main areas of work are in an administrative capacity and work in the offices can be taken on at 16 years of age.

All employees are given training to be able to carry out their duties proficiently and safely and Good Health and Safety practices are embedded into daily work practices.

Potential employees must provide photographic evidence of their identification and age and provide evidence they are eligible to work in the UK.

All potential employees must be able to provide a national insurance number, an address, an emergency contact number and name and a bank account.

Employees are paid at least the minimum wage with increments according to their skills. Wage payments are paid weekly into a designated bank account.

Central Supplies have a Whistle Blowing Policy. If an employee wishes to raise any concerns anonymously for whatever reason, there is a post box which is located where there are no CCTV cameras. Their concerns can be posted in the box which is regularly checked for entries.

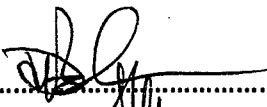
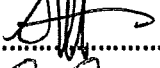

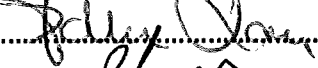
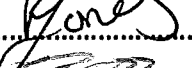


Employees are also able to use an Employee Assistance Programme where they can access a 24 hour confidential helpline at no cost.

The Assistance programme encourages people to contact them if they have problems with many different subjects such as Stress and anxiety. Work advice, counselling and medical information is provided.

Further steps to combat slavery and human trafficking

1. Include in the new supplier risk assessment a request for the company to certify they have taken steps to eradicate modern slavery within their own organisation and supply chain.
2. Provide relevant training to ensure a high level of understanding of the risks of modern slavery and human trafficking referencing the Modern Day Slavery Act (2015).

This statement is made pursuant to section 53(1) of the Modern Slavery Act 2015 and constitutes Central Supplies Slavery and Human Trafficking statement.

David Packham: 	.....Managing Director	Date: 2/4/21
Sean Trow: 	.....Commercial Director	Date: 2/4/21
Sharon Packham: 	.....HR Director	Date: 2/4/21
Polly Day: 	.....Technical Manager	Date: 02/04/2021
Richard Jones: 	.....Warehouse Manager	Date: 2/4/21
David Hannam: 	.....Production Manager	Date: 2/4/21
Simon Packham: 	.....Transport Manager	Date: 2/4/21