

Modern Slavery and Human Trafficking Statement For the Financial Year Ended April 2023

This statement is made in accordance with Section 54, Part 6 of the Modern Slavery Act 2015. It constitutes our modern slavery and human trafficking statement for the financial year ended April 2023

Structure

The Fresh Olive Company T/a Belazu is a subsidiary of William Jackson Food Group a sixth-generation family business. We procure, manufacture and supply a wide range of Mediterranean and Middle Eastern inspired food products to thousands of customers from retail supermarkets to casual dining chains, from independent restaurants to FMCG manufacturers.

We are based in Greenford, Middlesex where both our factory and warehouse premises are located. We employ around 250 people and generate an annual turnover of c£42m.

We source over 750 different ingredients and packaging from c.150 suppliers from both the UK and overseas, together with c.350 suppliers for indirect goods and services.

Our Mission and Values

Our Purpose is simple, 'We were born to inspire and serve chefs in every kitchen.' Our cultural values underpin every aspect of our business and are focused on our People, Customers, Honesty, Accountability and Passion.

Policy Statement

This statement reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to protect and safeguard those that work for us and with us.

We manage our supply chain with a great degree of care, recognising our supply partners as a crucial part of our business. We have direct suppliers, from whom we buy ingredients and packaging, and indirect suppliers, such as those who supply our utilities. We are committed to eradicating all instances of modern slavery or human trafficking taking place in our business, or the suppliers we deal with. This statement reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure no slavery or human trafficking exists anywhere in our supply chains.

We are fully committed to play our part in tackling modern slavery, this responsibility rests with the Company's leadership teams but is shared by everyone. The Belazu Board has overall responsibility for ensuring this statement and its implementation comply with our legal, moral, and ethical obligations. Leaders at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Training and Awareness

We are working with the Stronger Together programme to ensure all relevant colleagues receive the appropriate level of training to raise awareness of modern slavery and human trafficking, and the knowledge to address any related issues which may arise. We have conducted Stronger Together training for key members of People, Operations, Technical and Procurement functions, and we have also added training to part of our induction process for all our colleagues. Some colleagues on development programmes are also being given the training. We have also begun to work with Practical Ethics to build a response plan within the business.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Through our training programme and procedures, colleagues have been reminded of the Group Whistle-blowing Policy as the primary method of reporting any suspicions or evidence of slavery or human trafficking. We have also re-publicised the Belazu and WJFG whistle-blowing policies in our internal comms to ensure that all our people understand how to safely raise any concerns they may have about possible instances of modern slavery or human trafficking within our own operations or our supply chains.

We accept and take seriously concerns communicated anonymously.

The Company encourages members of the public or people not employed by us to write, in confidence, to the Company Secretary or the Group People Director to raise any concern, issue or suspicion of modern slavery in any part of our business or related supply chain.

Prevention Within Our Business and Supply Chain

We will take action to address any evidence of slavery or human trafficking. During the past year we have undertaken the following key activities in order to assess and manage such risks within our business and supply chain:

- Co-ordinated activities across the Group (listed below)
 - Approved the implementation of a supplier management software to be rolled out across the group in FY23 to enable better transparency and management of risk of our supply chain and its suppliers.
 - Conducted GLAA-compliant audits on all labour providers.
- We continue to be an active member of Food Network for Ethical Trade (FNET) and attended working groups.
- We continue to carry out random data checks at regular intervals, looking for things like multiple colleagues living at the same address and colleagues with the same bank accounts.
- Display Stronger Together materials at all our sites and in multiple languages.

- We continue to maintain awareness and open conversation internally to be alert to the “absence of normal” with email and poster comms throughout the year.
- Review and update risk analysis of our direct suppliers on an annual basis.
- Engage with our suppliers both to convey to them our stance on modern slavery and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses.
- We have commenced modern slavery audits on our suppliers using a risk-based approach and we have embedded modern slavery risk into our supplier visits.
- We continue to be active members of the Supplier Ethical Data Exchange (Sedex) and encourage all our direct suppliers to engage with organisations such as Sedex or the Ethical Trade Initiative (ETI) that promote the core conventions of the UN’s International Labour Organisation.
- We now report on the number of our suppliers who have completed the Sedex SAQ as part of our Ethical Sourcing KPI’s.
- We continue to record and report on Sedex (or equivalent) membership of our ingredients and packaging suppliers.
- We continue to raise awareness with our suppliers by signposting them to resources provided by Stronger Together and Sedex.
- We carry out GLAA-compliant audits on all labour providers.
- We are committed to increasing our internal knowledge and skillset in disrupting modern slavery activity by attending external workshops that build on prior training. Sustainability, Supply Chain and Logistics Managers were upskilled in this way this year.
- We have relaunched WJFG whistle-blowing policy on World Whistleblowing Day, June 26th2023.

Our priorities for the coming year are:

- Extend internal Stronger Together training to all colleagues
- Analyse data from SAQ and Sedex results to identify, quantify, report on, and manage risk.
- Extend our supplier risk assessments to indirect suppliers in selected categories defined as at higher risk of modern slavery.
- Extend risk assessments down the supply chain into ‘hot spot’ areas, by engaging suppliers assessed as being at high risk of modern slavery either additional to their own operations or in their supply chain. To understand their awareness of the issue and the control measures they have in place.
- To create a defined Preferred Supplier List for our labour resource with whom we can partner to further work to eliminate modern slavery.

This statement has been reviewed and approved by the Board on 24th October, 2023.



Signed
David Balmer, Managing Director