



## Modern Slavery Policy

### Introduction

Here at Corefield Procurement we are aware of all potential modern slavery risks related to our business and have put in place processes that are aimed at ensuring there is no slavery or human trafficking in our own business and our supply chains.

As part of the Procurement sector, we recognise that it is our responsibility to take a robust approach to slavery and human trafficking. We are committed to preventing slavery and human trafficking in our corporate activities, and to ensure that our supply chains are free from slavery and human trafficking too.

### Company Structure

Corefield Procurement organises local supply and national distribution of fresh produce, dairy, meat, ambient, frozen and non-food goods to businesses with multiple sites, who require flexible delivery with standardised pricing. We minimise our customers' invoicing, supplying one invoice for their whole estate and paying the supply partners on their behalf.

Corefield Procurement current only operates within the UK.

### Our Policies

1. **Whistleblowing Policy:** we encourage all employees, customers, and other business partners to report to Corefield Procurement's management team any concerns related to the direct activities of the company or its supply chain. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for anyone to make disclosures, without fear of retaliation.
2. **Employee Code of Conduct:** All our employees are aware of the actions and behaviour expected of them when representing the company. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.
3. **Supplier Code of Conduct:** Corefield Procurement is committed to ensuring that its supply partners adhere to the highest standards of ethics. Supply partners are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with supply partners to ensure that they meet the standards of the code. Violations of our supplier code of conduct could lead to the termination of our business relationship.
4. **Recruitment and Selection Policy:** Employment agencies aren't normally utilised, however if the situation should arise then we will only use reputable employment agencies to source labour and will always verify the practices of any new agency before accepting employees from that agency.

## **Due Diligence**

Corefield Procurement undertakes due diligence when considering taking on new supply partners and customers, and regularly reviews its existing supply partners and customers.

1. All employees have received modern slavery training
2. All employees are required to comply with our policies and procedures in relation to their interactions with customers and supply partners
3. All supply partners are contracted with us under our standard terms and conditions and therefore must comply with our policies and procedures with specific contractual terms relating to compliance with the Modern Slavery Act 2015;
4. Revision of customer contracts and related documents to include prohibitions in respect of slavery and human trafficking and compliance with the legislation

## **Approval**

This statement was approved on 25.08.2020 by Corefield Procurement's board of directors who will review and update the Modern Slavery Statement annually.