

## **Modern Slavery Statement 2020**

Reynolds Catering Supplies (RCS) is a chilled food distributor based in Waltham Cross with a UK wide network of cross docking depots. RCS stocks and supplies in excess of 2,000 chilled and ambient products to its customers in the UK who include major casual dining brands, contract caterers, hotels and restaurants.

RCS recognises that modern slavery is a crime that can take many forms such as: slavery, servitude, forced and compulsory labour and human trafficking. RCS has a zero tolerance approach to modern slavery both within its own businesses and in its dealings with other organisations.

### **Our supply partners**

RCS is committed to working with its supply partners to build greater transparency within its supply chains. RCS itself commits to acting ethically and expects the same from its supply partners. As part of its contracting processes RCS requires its supply partners commit to comply with all applicable laws, regulations and RCS policies including, as a minimum, meeting the standards set out in the RCS Ethical Trading Policy which includes applying the principles of the E.T.I. (Ethical Trading Initiative) and relevant International Labour Organisation standards and conventions. RCS would address any failure by a supplier to meet the RCS standards on a case by case basis. Organisations that fail to meet RCS standards may jeopardise their ability to continue to do business with RCS and, ultimately, RCS may cease trading with any such supplier. Our evolving approach to monitoring compliance with modern slavery law includes supplier risk assessment and screening, updated KPI's will be published in the spring 2021 statement.

### **Our team**

RCS has strict HR policies and standards to ensure compliance with legislation and statutory rights at work including: freedom of association, dignity at work and prevention of discrimination throughout employment. RCS checks the eligibility of its staff to work in the UK and pays at least the minimum wage to its employees. RCS policies and standards are readily available to all colleagues through the intranet, displayed on notice boards and included on staff inductions. RCS requires employment agencies that provide temporary team members to adhere to the same strict standards operated in house and carries out monitoring to verify compliance. RCS actively encourages its employees to report any activity they believe to be unlawful and/or in breach of RCS policies and standards. A free, anonymous and confidential 24-hour telephone line is available to all employees, details of which are in the RCS whistle blowing policy which is located at multiple points around the site. The Learning and Development team, with support from Technical Services, has a robust training and awareness program in addition to internal and external management system audits.

### **Our leaders**

The RCS board of directors has ultimate responsibility for implementation of RCS policies, including those that relate to ethical trading. RCS regularly reviews its policies and processes to ensure that those with whom RCS does business are upholding the required legal and ethical standards.

### **Approval**

This statement has been considered and approved by the Company's Board of Directors

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Tony Reynolds

September 2020