

## Modern Slavery Statement 2023

Reynolds Catering Supplies (RCS) is a chilled food distributor based in Waltham Cross with a UK wide network of cross docking depots and includes manufacturing subsidiaries. RCS stocks and supplies circa 2500 chilled and ambient products to its customers in the UK who include major casual dining brands, contract caterers, hotels and restaurants. RCS subsidiaries include:

- **Davin Foods:** Manufacture of prepared fruit & vegetables
- **Carnivore FMC:** Meat manufacturing
- **Shoal:** Fish wholesaler
- **Solstice Limited:** Manufacturer of prepared fruit and vegetables

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. RCS encourages its suppliers to be members of Sedex.

### Our contractors

RCS employs a limited number of contractors who are engaged to provide ancillary services, these contractors are screened and appropriate Reynolds policies are shared prior to engagement.

### 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. RCS is routinely audited by Sedex against SMETA standard, and we aim to close all recommendations within a suitable timeframe.

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### Our KPI's

Following a risk assessment, we understand where the risks of modern slavery are within RCS supply chain, and we have generated a suite of KPI's to reflect this.

- a) **The food we buy and our suppliers –**
  - Percentage of suppliers with approved modern slavery statements (76%) - (We aim to get 90% with approved MSA in 2023)
  - Percentage of suppliers who are Sedex members (66%) - (We aim to get 75% of our suppliers as members of Sedex.)
  
- b) **The services we buy and our contractors**
  - All our contractors have signed to our code of practice which outlines Reynolds commitment to modern slavery and ETI code of practice. All contractors must follow those guidelines in order to work with Reynolds.
  
- c) **Our employees**
  - All our office based employees are trained against modern slavery awareness training.
  - Modern slavery Leaflets are sent to all warehouse and distribution staff.
  - All employees have access to confidential telephone line to report any modern slavery related issues.
  - It is part of our induction training which every employee has to do before they start working for Reynolds
  - All our recruitment agencies are audited by the head of recruitment to check the agencies have gangmaster licence and they comply with ETI code and Reynolds Modern slavery policy.

Our targets are always to ensure we are continually improving compliance levels and refining our approach to modern slavery awareness within the business.

### Our leaders

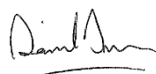
The RCS board of directors has ultimate responsibility for implementation of RCS policies, including those that relate to ethical trading. RCS regularly reviews its policies and processes to ensure that those with whom RCS does business are upholding the required legal and ethical standards. RCS continues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

### Our next steps in 2023

Split out KPI compliance levels by subsidiaries. We have set up higher levels for us in relation to our suppliers which we aim to fulfil by end of this year. We continue to follow our modern slavery policy for all our current employees and anyone new joining us. We plan to carry out a staff survey to gauge the level of modern slavery awareness within RCS and its subsidiaries. We have already enrolled elevated training for management employees and basic awareness refresher training for all staff.

### Approval

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



**David Jones**

Technical & Manufacturing Director