

Modern Slavery Statement 2023

Reynolds Catering Supplies (RCS) is primarily a chilled food distributor based in Waltham Cross with a UK wide network of cross docking depots but also includes manufacturing subsidiaries. RCS stocks and supplies circa 2500 chilled and ambient products to its customers in the UK who include 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, screening and audits. RCS encourages its food suppliers to be members of Sedex.

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, 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 action any recommendations within a suitable timeframe.

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 food suppliers who have confirmed compliance to RCS modern slavery policy statements (76%) - (We aim to get 90% approved in 2023)
- Percentage of food suppliers who are Sedex members (66%) - (We aim to get 75% of our suppliers as members of Sedex.)

Modern Slavery Statement 2023

b) The services we buy and our contractors

- 100% of our contractors have signed 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

- 100% of our employees are trained against Reynolds modern slavery policy. It is part of our induction training which every employee has to do before they start working for Reynolds.
- All employees have access to confidential telephone line to report any modern slavery related issues.
- 100% of 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 the 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 thereof.

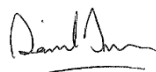
Our next steps in 2023

In 2023, we aim to get

- 90% of our food suppliers approved in meeting RCS codes of practice .
- 75% of our food suppliers registered as members of Sedex.
- We will maintain 100% of our contractors signed up to our code of practice.
- We will maintain 100% of our employees are trained on modern slavery awareness
- We will maintain 100% of our recruitment agencies are audited to check they have gangmaster licences and they comply with RCS code of practice

Approval

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



David Jones

Technical & Manufacturing Director