

Modern slavery statement

Organisation

This statement applies to JJ Food Service Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2018/2019.

Organisational structure

JJ Food Service is a national food service specialist with eleven branches across the UK supplying all food industry sectors, from restaurants, pubs and hotels to schools, universities and local authorities. The business offers a wide range of fresh, chilled, ambient and frozen products, a selection of high-quality own-label lines, and packaging and cleaning materials, all competitively priced.

Customers can shop online or via telesales for same-day collection or next-day delivery, with great deals for customers that click & collect. All prices are visible to see on the website and more than 60% of sales come from orders placed online at www.jjfoodservice.com

The labour supplied to the Organisation in pursuance of its operation is carried out in United Kingdom only.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom

Supply chains

In order to fulfil its activities, the company worked with 400 suppliers in the last 12 months, 85% are domestic, 13% European and 2% from outside the European Economic Area.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking exists in its supply chains because they involve the provision of labour in countries where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Implementing the supplier assessment questionnaire ensures measures are in place to identify and assess the potential risks in our supply chains
- undertaking impact assessments of our services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- Embed a zero tolerance policy towards modern slavery
- Training provided to staff on modern slavery.

Key performance indicators

The Organisation has set key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

(Within the organisation the company complies with the national minimum wage and national living wage legislation for the employees and we verify each supplier against their own policies and procedures and via conducting a “supplier assessment questionnaire” SAQ)

Policies

The Organisation has the following policies which further define its stance on modern slavery

- Modern Slavery Act policy issue_0_ 2015

Issue 1 September 2018



Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010.

Date of approval: 17th October 2018

Signed: *Mustafa Kiamil*

Print name: Mustafa Kiamil

Job Title: CEO

Date: 17th October 2018