

### **Modern slavery statement for financial year 2017/18**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that A Gomez Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. A Gomez Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

#### Our business

A Gomez Ltd is a produce company who pack and distribute various products to Retail and wholesale customers. A Gomez Ltd has various suppliers from markets across the world all of which are visited and assessed for suitability of supply. This includes ethical surveillance.

#### Our high risk areas

We work with some countries which are higher risk concerning modern slavery and staff welfare. These are carefully monitored and visited regularly. The Technical Team from A Gomez Ltd are all part of Stronger Together a charity which is sponsored by Tesco. This provides updates on issues as well as training and resources to learn the signs of potential slavery issues.

#### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
4. We conduct bi-annual audits on any labour providing company that supplies workforce.

### Our suppliers

A Gomez Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light.

### Our performance indicators

A Gomez Ltd has a strict zero tolerance on suppliers regarding modern slavery. All suppliers must have 100% Self-Assessment Questionnaires completed and be registered with SEDEX. In addition audits must be conducted. Indicators and Risk Assessment of these sites are managed and controlled by the Technical Team.

### Training

In addition to induction processes at A Gomez Ltd we also have training and advise staff in relation to identifying the signs and whistleblowing. These posters are clearly displayed in staff areas and office staff has Stronger Together resources available for identifying potential issues.

### Approval for this statement

This statement was approved by the Managing Director on 26<sup>th</sup> June 2017

Signature



Jim Parmenter

Date: 26<sup>th</sup> June 2017