

ANTI – SLAVERY AND HUMAN TRAFFICKING POLICY

PURPOSE

This Anti-Slavery and Human Trafficking policy covers our approach and commitments to modern slavery, which covers any form of servitude, forced or compulsory labour, child labour, and human trafficking.

COMMITMENT

At Ifse we have a zero-tolerance approach to all forms of modern slavery and is committed to acting ethically and with integrity. We will conduct our business in accordance with the principles of, and with respect for, the **Universal Declaration of Human Rights**.

We are committed to achieving transparency in our approach to tackling modern slavery in our supply chain, in accordance with our obligations under legislation such as the **UK Modern Slavery Act 2015**.

We are committed to implementing and enforcing effective systems and controls to ensure that slavery or human trafficking are not taking place anywhere in our business or in any of our supply chains. Examples of modern slavery red flags in relation to suppliers include (this is a non-exhaustive list):

- Operations based in a high-risk country (per the **Global Slavery Index**).
- Not having policies or programmes in place in relation to modern slavery or human trafficking.
- Not having a published Modern Slavery Statement.
- A reluctance to engage in due diligence processes or allow third party inspections or audits.

ORGANISATION'S STRUCTURE

We provide commercial kitchen design – full retail, interior and restaurant design. We supply commercial catering equipment. IFSE Group Limited is the parent company of the wholly owned subsidiary, International Food Service Equipment Limited. The group has its head office in the UK. The group has an annual turnover of £8.7m.

SUPPLY CHAINS

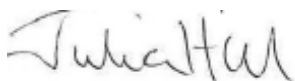
Our supply chains include the use of Specialist Contractors for cold rooms, refrigeration, kitchen ventilation systems, servery counters, joinery, bars, restaurant furniture and fittings.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

In applying this policy. We must consider our own actions and behaviours as well as those of our colleagues and those working within our supply chain.

As part of our initiative to identify and mitigate risk we will:

- Familiarise and comply with this policy.
- Where possible we build long standing relationships with suppliers and make clear our expectations of business behaviour.
- Ensure that suppliers understand and agree to abide by our standards and expectations in relation to slavery and forms of forced labour.
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch, and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in our supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.
- Ensure compensation and benefits comply with fundamental principles relating to minimum wages, overtime hours and legally mandated benefits.
- Remain alert to any possible instances of modern slavery across our business or supply chain.
- Ensure that you are aware of modern slavery red flags that might arise when dealing with suppliers.
- Only employ individuals who enter employment with us freely and voluntarily, without the threat of penalty and where employees have the freedom to terminate employment under specified notice.
- Ensure that all our employees and eligible to work in the UK and check 'Right to Work' documents where we are responsible for it.
- Do not use child (under 16 years of age) labour and we and our supplies must not benefit from child labour.



Julia Hill

Group Managing Director

Dated: November 2023



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