
Anti-Slavery & Anti-Trafficking Policy

Any business – or part of a business – that has a global turnover of £36m or more and supplies goods or services in the UK will have to produce and publish an annual slavery and trafficking statement in a “prominent” place on its website every year. The statement must set out what steps the organisation has taken to ensure there is no slavery in any part of its business, including its supply chains

Our Company

We do not meet the above criteria and therefore are not bound by law to publish any such policy. We offer the basic policy below to appease many of our customers who seek to ascertain compliance from their supply chain as part of their diligence and compliance responsibility.

Policy Statement

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015 ('the Act').

Organico Realfoods Ltd is committed to a zero-tolerance approach to modern slavery and to acting with integrity in all its dealings, relationships, and supply chains. It expects the same high standards from all its staff, suppliers, and contractors. Some factors are mitigated through:

- All business activity is within the UK
- Indirect (labour only) contractors and Subcontractors are UK registered businesses, vetted and approved whilst supervised by our direct labour
- Supply chain are UK wholesale businesses or PLC operations

Organico Realfoods Ltd recognise that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Although the Company considers the risk of modern slavery to be low due to the nature of its supply chains, it takes its responsibilities to combat modern slavery seriously as demonstrated by its promotion and adoption of the following policy measures:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for the Company or under its control.
- Appropriate diligence must be carried out in relation to modern slavery which may include the nature of relationships with suppliers, and the complexity of supply chain(s).
- The Company encourages anyone to raise any concerns about modern slavery and will support anyone who acts in good faith.

Any breaches of this policy may result in the Company taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.

Where we receive goods or services

The Contractor acknowledges that as an organization carrying out business in the UK it is required to comply with the Modern Slavery Act 2015. The Contractor warrants that it does so and will take steps to ensure its operations and supply chains are trafficking- and slavery-free, including without limitation imposing substantially similar obligations to those in this clause where it is permitted to subcontract its obligations under this Agreement so that multi-level supply chains are addressed. The Contractor acknowledges and agrees that any breach of this warranty will constitute a material remediable breach of contract.

The Contractor further warrants that neither it nor any of its officers, employees, nor so far as it is aware any subcontractor or other persons associated with it, have been convicted of any offence involving slavery and human trafficking. The Contractor acknowledges and agrees that any breach of this warranty will constitute an irremediable breach of contract.

Where we provide goods or services

Organico Realfoods Ltd acknowledges that it is an organisation carrying out business in the UK. It is required to comply with the Modern Slavery Act 2015.