

## Modern Day Slavery Policy

Our business, Black Pepper Ledbury Ltd is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015. This statement relates to the financial year ending March 2024.

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- a. We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation.
- b. We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

- a. We confirm that within our own business, no relevant offence relating to slavery or human tracking has been committed.
- b. We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.
- c. Insofar as it was reasonably practicable, we have examined our supply chains and that we found no evidence of slavery or human trafficking

Further details about our business and supply chain are provided below.

Our business structure is Catering for School Meals

- We are located in 3 Location.
- We have one director to whom three managers' report, and 12 employees report to those managers.

We operate in the following countries:

- UNITED KINGDOM

Our supply chain is as follows:

We only use Suppliers located within the United Kingdom. We understand that these companies have Modern Day Slavery Policies.

We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others. We do not believe that our supply chain is in one of those sectors. If your supply chain is in one of those sectors, provide brief details plus your steps to ensure lack of exploitation in your supply chain.

- The OECD explains the due diligence that it would expect and provides some useful "facts on the ground".

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

The person in our business responsible for assessing matters relating to slavery and human trafficking is: Alice Mabey

We also encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.

## Amendments

Please note that this policy is subject to change from time to time.

## Contact details

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Version: 5.3

Date: November 2024

Signed: *Alice Mabey / DS Mabey*

Name: Alice Mabey / David Mabey

Position: Director / Manager

Date of next review: November 2025