

MODERN SLAVERY STATEMENT

FOR THE YEAR ENDING
SEPTEMBER 2023.

INTRODUCTION

ORGANISATIONAL STRUCTURE AND SUPPLY CHAIN

POLICIES ON MODERN SLAVERY

EXTERNAL PARTNERSHIPS

DUE DILIGENCE PROCESSES AND RISK ASSESSMENT

TRAINING AND RAISING AWARENESS

MEASURING OUR EFFECTIVENESS

APPROVAL

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MODERN SLAVERY STATEMENT

“MODERN SLAVERY IS A SERIOUS CRIME THAT VIOLATES HUMAN RIGHTS.”

INTRODUCTION

A Gomez Ltd is fully aware of the challenging issues of Modern Slavery and Human Trafficking and how it affects all types of sectors and industries. We are fully committed to operating our business in a transparent and responsible manner, striving to maintain the highest ethical standards and respect for all human rights across our own operations and supply chain. We take a zero tolerance approach to the issue of any form of modern slavery and seek to ensure that our employees are observant of any suspicious or concerning activity that may be linked to it.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAIN

A Gomez Ltd is a private limited company, and one of the UK's largest independent produce suppliers, sourcing products from around the world.

We supply the major UK supermarkets, wholesale, c-store and foodservice sectors. Our supply base is quite large and has a global reach, some countries of which are considered to be a higher risk in respect of modern slavery. We work closely with our suppliers to mitigate these risks by taking a transparent, structured and sustainable approach to tackling modern slavery across the supply chain, with our disclosure obligations under the Modern Slavery Act 2015. Our Board fully supports the aims of the Modern Slavery Act and is committed to combating the risk of slavery and human trafficking in our business. It is a requirement that our suppliers to sign the Gomez Undertaking documents annually, This prohibits the use of forced; bonded (including debt bondage) or indentured labour; child labour; involuntary prison labour; slavery or trafficking of persons; discriminatory practice; unsafe or inhumane working conditions; unreasonable working hours and pay and suppression of collective bargaining, in line with the Ethical Trading Initiative Base Code. We encourage all our UK suppliers to attend Stronger Together training.

POLICIES ON MODERN SLAVERY

A Gomez fully supports and respects human rights and we do not engage with or accept any forms of bonded, forced or child labour. We expect businesses that work with us to follow these principles and will not knowingly work with those that do not. All our policies relating to modern slavery are reviewed at least annually on a continuous basis. These policies are found in the staff handbook which are available in convenient locations for all staff, and include:

Ethical Trading Policy, UK, No Child or Forced Labour Policy, Agency Labour Policy, Equal Opportunities Policy, Grievance Policy, Anti-Bribery Policy, Recruitment Policy, Whistleblowing & Confidential Complaints Policy, Dignity at work policy.

Supply chain Policies include:

Global Responsible sourcing policy, Ethical Trading Policy, Modern Slavery, Forced Labour and Responsible Recruitment policy and Accommodation Policy, which are in line with the Ethical Trading Initiative codes of practise.

MODERN SLAVERY STATEMENT

EXTERNAL PARTNERSHIPS

As modern slavery is a global issue we collaborate with and support industry and global prevention bodies. We continue to work with Stronger Together and the Gangmasters and Labour Abuse Authority. We have adopted their guidelines and use their resources to develop our principles in tackling modern slavery within our business.

DUE DILIGENCE PROCESSES AND RISK ASSESSMENT

Our suppliers are risk assessed through the industry relevant bodies and operate to the Ethical Trading Initiative (ETI) Principles, supporting them to achieve the required standards. Risk data sources include FNET - country risk assessment, Sedex – supplier ethical data exchange, government data and industry-relevant assessments.

As Sedex members, suppliers will be required to review and update the Sedex Self-Assessment Questionnaire (SAQ) on an annual basis and to maintain ethical audits at the frequency determined by the level of risk and vulnerability within their supply chain.

In the next year, we are committed to undertake the following activities:-

- Labour Provider Audits will continue to be carried out with our GLAA licenced agency twice yearly by the Head of our HR department.
- Continue to liaise with industry bodies to ensure compliance in labour standards.
- A team of Gomez trained auditors to visit individual supplier sites and to conduct an analysis of the labour force used.
- To ensure high risk suppliers are ethically audited to grower level by third party auditing bodies i.e. SMETA/ GRASP

TRAINING AND RAISING AWARENESS

We continue to raise awareness among our employees by using the Stronger Together resources during our mandatory induction process, which includes a video presentation. Translators are used during the induction of the workers own language for full understanding. Multi – lingual Stronger Together posters are displayed throughout the site in prominent areas which display helpline numbers for the GLAA, the Modern Slavery Helpline, the Police and the A Gomez Ltd confidential reporting line number. Information on the "Just Good Work" App continues to be included in the staff induction packs.

MEASURING OUR EFFECTIVENESS

- 100% of new employees receive Stronger Together training.
- 1 member of the Technical Team attended the Tackling Modern Slavery in UK businesses session on 16th March 2023,
- 2 members of the Technical Team, 1 from the HR Team and 8 others from the Operational Management Teams attended the session on 27th April 2023
- We are committed to supplying Stronger Together refresher training for all Operational Managers, Supervisors, Team Leaders and those involved in recruitment.

MODERN SLAVERY STATEMENT

APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the A Gomez Ltd Modern Slavery Statement for the year ending September 2023.

I the undersigned takes responsibility for this statement and represents A Gomez Ltd and confirms that it will be reviewed and updated annually.



Raquel Hernandez
Managing Director

Date: 08/06/2023 .