



## Modern Slavery Statement

The Cress Co Company Ltd and all subsidiary companies respects human rights and do not tolerate any form of modern slavery. We are committed to acting ethically and with integrity in all our business relationships, taking necessary steps to ensure slavery and human trafficking are not taking place in any organisation that has a business relationship with our Company. We recognise that we have a responsibility to take a robust approach to slavery and human trafficking. Cress Co Ltd and all subsidiary companies are committed to operating the business in compliance with all relevant laws and with the highest standards of ethics, honesty, and integrity. This statement is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement.

### **Our Commitment**

This statement sets out actions taken by the company to enable us to understand all potential modern slavery risks related to its business and to put in place steps that aim to ensure that there is no slavery or human trafficking in our own business and its supply chains. The policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

### **Our Business**

The Cress Co and subsidiary company are based in Dunfermline, Fife, distributing ambient and chilled food and drink across the UK using our own fleet of dual temperature (ambient/chilled) vehicles.

### **Our Supply Chain**

We source and buy from approved suppliers only. We sell and deliver direct to our customers. Cress Co Ltd will not knowingly support or deal with any business involved in slavery or human trafficking.

### **Our Policies & Processes**

Our commitment to human rights and modern slavery are captured in several policies and protocols throughout the company, including but not limited to the following:

- **Whistleblowing Policy:** Cress Co Ltd encourages all its workers and other business partners to report any concerns related to the direct activities, or our supply chain. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee Code of Conduct:** During our employee induction process employees are taken through our expected behaviours and responsibilities. We strive to maintain the highest standards of employees with conduct and ethical behaviour.
- **Purchasing & Supplier Procedure:** Cress Co Ltd is committed to ensuring that its suppliers adhere to the highest standard of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Serious violations of Cress Co Ltd Supplier Code of conduct will lead to the termination of the business relationship.
- **Recruitment/Agency Workers Policy:** Cress Co Ltd uses only specified, reputable employment agencies to source labour.



## Due Diligence

Cress Co Ltd acknowledges that the largest two risk areas in connection with potential Modern Slavery is our supply chain for products and the hiring of temporary employees to our sites.

As a result, Cress Co Ltd will:

- Ensure all employees are aware of our Modern-Day Slavery policy.
- Ensure Managers are responsible for compliance within their respective departments and in their supplier relationships.
- Continual review of our supply chains.

Signed

A handwritten signature in black ink, appearing to read "Joe Wall".

Joe Wall  
Managing Director

Issue 1.0

Date: 1<sup>st</sup> October 2023