



ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2019/20

This statement sets out bartlett mitchell's actions to understand all potential modern slavery risks related to its business and put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our business and supply chains.

This statement relates to actions and activities during **the financial year 1 April 2019 to 31st March 2020.**

As part of the hospitality sector the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

bartlett mitchell is an independent catering and hospitality provider.

We pride ourselves on providing our customers with innovative menus delivered by using high quality fresh ingredients and served by trained and well-motivated team members.

We understand and accept that it is our responsibility to ensure that as a business we take tangible action to eliminate the occurrence of slavery and human trafficking both in our operation and supply chain.

This statement out-lines the steps we have taken to date and our ongoing strategy to eliminate slavery and human trafficking in our business activity.

Actions to date

Before a supplier can be listed (or remain) on our Preferred Supplier List (PSL) they are required to provide a copy of their current Modern Slavery Act Statement (MSAS) to ensure compliance with the Modern Slavery Act 2015.

The supplier also needs to confirm that they work to the principals of the Ethical Trade Initiative (ETI) and that this is maintained in their supply chains:

- Employment is freely chosen
- Freedom of association and right to collective bargaining is respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed.

These commitments have to be made as part of a self-audit questionnaire which formally records and captures the supplier's capabilities.

Supply chain due diligence

We recognise that potentially the most vulnerable part of our supply chain lies in fresh produce with two main areas of concern:

- Product being imported from less developed economies such as tropical fruits (Bananas, Pineapple, Mango, Passion Fruit) and vegetables (Asparagus, Avocado, Fine Green Beans, Tender Stemmed Broccoli).
- Businesses where migrant workers are engaged to work on farms within the EU.

To this end our suppliers are engaged with the Gangmasters and Labour Abuse Authority (GLAA) relating to supply chains from within the EU and only trade with reputable companies (such as Chiquita Holdings) with regard to importers of exotic product from outside of Europe.

In 2019 we are reviewing ways to strengthen our supply chain due diligence by engaging with external organisations such as SEDEX (Supply Ethical Data Exchange) to support us in this endeavour.

Employee due diligence

We recognise that to guard against slavery and human trafficking it is vital to train, educate and raise awareness amongst our team members.

Actions taken:

- We have advised every person employed by bartlett mitchell in the company handbook (Walkabout) of the Anti-Slavery policy.
- We have conducted detailed training for every manager via phone-in sessions chaired by our CEO.
- We audit every client site at least once per year and complete document and employee checks.
- We follow up and audit our agency staff providers on the PSL.



Ian Thomas
CEO



Wendy Bartlett
Executive Chairman