



Modern Slavery and Human Trafficking Statement For the Financial Year Ended April 2020

This statement is made in accordance with Section 54, Part 6 of the Modern Slavery Act 2015. It constitutes our modern slavery and human trafficking statement for the financial year ended April 2020. There has been a delay in preparing this statement due to the Covid pandemic which caused significant disruption to our businesses.

Structure

The Fresh Olive Company T/a Belazu is a subsidiary of William Jackson Food Group a sixth-generation family business. We procure, manufacture and supply a wide range of Mediterranean inspired food products to thousands of customers from retail supermarkets to casual dining chains, from independent restaurants to FMCG manufacturers. We are based in Greenford, Middlesex where both our factory and warehouse premises are located. We employ around 160 people and generate an annual turnover of c£35m. We source over 600 different ingredients and packaging from c.150 suppliers from both the UK and overseas, together with c.350 suppliers for indirect goods and services.

Our Values

Our values underpin every aspect of our business, and consist of honesty, accountability, customer, people and passion. We strive to be a business to be proud of and feel that a community should be a better place for having our business in it.

Policy Statement

We manage our supply chain with a great degree of care, recognising our supply partners as a crucial part of our business. We have direct suppliers, from whom we buy ingredients and packaging, and indirect suppliers, such as those who supply our utilities.

We are committed to eradicating all instances of modern slavery or human trafficking taking place in our business, or the suppliers we deal with. This statement reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure no slavery or human trafficking exists anywhere in our supply chains.

Ultimate responsibility for the prevention of modern slavery rests with the Company's leadership. The Belazu Board has overall responsibility for ensuring this policy and its implementation comply with our legal, moral and ethical obligations. Leaders at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Training and Awareness

We are working with the Stronger Together programme to ensure all relevant colleagues receive the appropriate level of training to raise awareness of modern slavery and human trafficking, and the knowledge to address any related issues which may arise. We have conducted Stronger Together training for key members of People, Operations, Technical and Procurement functions.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith

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their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Through our training programme and procedures, colleagues have been reminded of the Group Whistle-blowing Policy as the primary method of reporting any suspicions or evidence of slavery or human trafficking. We have also re-publicised the WJFG whistle-blowing policy in our internal comms to ensure that all of our people understand how to safely raise any concerns they may have about possible instances of modern slavery or human trafficking within our own operations or our supply chains.

We accept and take seriously concerns communicated anonymously. The Company encourages members of the public or people not employed by us to write, in confidence, to the Company Secretary or the Group People Director to raise any concern, issue or suspicion of modern slavery in any part of our business or related supply chain.

Prevention Within Our Business and Supply Chain

We will take action to address any evidence of slavery or human trafficking. During the past year we have undertaken the following key activities in order to assess and manage such risks within our business and supply chain:

- Co-ordinated activities across the Group
- We are using checks during recruitment to spot any areas of concerns and also auditing recruitment agencies to ensure GLAA compliance.
- Placed modern slavery and human trafficking as a regular agenda item on all relevant synergy group meetings
- Distributed Stronger Together materials for display at all our sites.
- Conducted risk assessments across all suppliers of ingredients and packaging to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that efforts can be focused on those areas.
- Engage with our suppliers both to convey to them our stance on modern slavery and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses.
- Continued to be active members of the Supplier Ethical Data Exchange (Sedex) and encouraged all of our suppliers to engage with organisations such as Sedex or the Ethical Trade Initiative (ETI) that promote the core conventions of the UN's International Labour Organisation.

Our priorities for the coming year are:

- During the contract review process, engage directly with all suppliers assessed as being at high risk modern slavery or human trafficking within their own operations or external supply chains to highlight awareness of the issue and understand the control measures they have in place to tackle it.
- Continue to extend supplier risk assessments across indirect expenditure alongside existing risk assessments of direct suppliers of ingredients and packaging.
- Continue to utilise Sedex and promote membership for all our ingredients and packaging suppliers, and our supply chains.
- Extend internal Stronger Together training to more colleagues.
- Carry out random data checks, looking for things like multiple colleagues living at the same addresses and colleagues with the same bank accounts.

- Re-publicise the Belazu whistle-blowing policy to ensure that all of our people understand how to safely raise any concerns they may have about possible instances of modern slavery or human trafficking within our own operations or our supply chains.

This statement has been reviewed and approved by the Board on April 19th 2021.

A handwritten signature in black ink, appearing to read 'David Balmer', written in a cursive style.

Signed
David Balmer
Managing Director
19th April 2021