



Modern Slavery and Human Trafficking Statement for the Financial Year Ended April 2022

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 2022.

Structure

Abel & Cole Limited is a subsidiary of William Jackson Food Group a sixth-generation family business. We are an ecommerce business supplying a range of Organic groceries direct to customers within England and Wales.

The company is head-quartered in Wimbledon, London and has production and distribution sites across England. The turnover is around £97.6m.

Policy Statement

We are committed to eradicating all instances of modern slavery or human trafficking taking place in any part of our group, 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 Group Management 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 again have conducted Stronger Together training for key members of People, Operations, Technical and Procurement functions and training is also part of our induction process for all colleagues. Some colleagues on development programmes are also being given the training.

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 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 will 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:

- Developed a modern slavery policy
- Given a summary of Modern Slavery warning signs and policies via our in-house Journal
- Re-publicised the WJFG whistle-blowing policy
- Continued to be active members of Supplier Ethical Data Exchange (SEDEX)
- Established an ethical sourcing committee which has:
 - Developed an ethical procurement policy
 - Developed a risk matrix for assessing our direct suppliers
 - Undertaken SEDEX training to improve our understanding of the tools available to us
 - Developed a set of KPIs in order to monitor performance against the risk matrix
 - Become a member of Food Network for Ethical Trade (FNET)
 - Commenced updated risk analysis of our direct suppliers
 - Approved the implementation of a supplier management software to be rolled out across the group in FY23 to enable better transparency and management of risk of our supply chain and its suppliers
- Conducted refresher Stronger Together training for key members of People, Operations, Technical and Procurement functions
- Conducted GLAA-compliant audits on all labour providers

Our priorities for the coming year are:

- Complete updated risk analysis of our direct suppliers with a view to focus efforts on those deemed higher risk
- Carry out supplier engagement training
- Develop targets by business against our ethical sourcing KPIs in order to improve SEDEX or equivalent engagement
- Continue to raise awareness with our colleagues through:
 - Re-publicising the whistle-blowing policy
 - Issue the modern slavery policy
 - Refresher Stronger Together training for key members of People, Operations, Technical and Procurement functions
 - Outline Modern Slavery warning signs and policies via our in-house Journal
 - Extend modern slavery training to all colleagues across our group

This statement has been reviewed and approved by the board on 19 October 2022.

Signed:



Hannah Shipton
Managing Director