



Modern Slavery and Human Trafficking Statement for the Financial Year Ended April 2023

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 2023.

Structure

Abel & Cole 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. Abel & Cole is head-quartered in Wimbledon, London and has production and distribution sites across England. The turnover is around £81m.

Policy Statement

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 protect and safeguard those that work for us and with us.

We are fully committed to playing our part in tackling modern slavery, this responsibility rests with the Company's leadership teams but is shared by everyone. The Group Management Board has overall responsibility for ensuring this statement 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 Stronger Together and other external partners to help raise awareness of modern slavery and human trafficking within our businesses and our supply chain.

Key members of the People, Operations, Technical and Procurement Functions have received additional training to increase our capability to identify and address any issues should they arise. Modern Slavery is covered in our Induction Programmes, and we continue to raise awareness through our Modern Slavery Policy, training courses, toolbox talks and our "Are you ok" campaign which was launched during the year.

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 re-publicised the WJFG whistle-blowing policy in our internal communication 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 are taking action to identify and address any evidence of slavery or human trafficking within our business or our supply chain. We have carried out risk assessments and have due diligence and checks in place to help us to spot any potential warning signs. During the past year we have undertaken the following key activities to assess and manages these risks:

- Within our supply chain, we have continued to incorporate the modern slavery or human trafficking risk into our due diligence checks when considering new suppliers.
- For existing direct suppliers, we have further increased the number engaged with SEDEX or equivalent and have used these tools to support our ongoing risk assessments.
- We are embedding modern slavery risk into our supplier visits.
- We have conducted GLAA-compliant audits on all labour providers

Our priorities for the coming year are:

- To launch our “Commitment to Care Campaign” which will reinforce the need get to know teammates, check in with those around and not walk past anything which doesn’t look or feel right.
- Continue to promote “Are you ok” and remind colleagues of the whistleblowing policy and procedures.
- Modern slavery training will continue to be a key feature of our induction programme and we will remain committed to educate our workforce and develop awareness around how to spot and report any potential cases.
- For the leadership team, and others in key roles such as the People, Procurement, Technical and Operations teams, we plan to run further workshops in the next 12 months to continue to build capability to help tackle this issue. We will be proactive in seeking this out in our business and supply chains and have robust response plans in place should any issue or suspicions arise.

This statement has been reviewed and approved by the board on 23 October 2023.

Hannah Shipton
Managing Director