

# Modern Slavery Statement



## Introduction

Our business, School Milk Services Ltd, is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015.

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement, however;

- We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
- We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with these duties without our cooperation.

## Our business and suppliers

Our business purchases and delivers dairy and food products to a range of markets, including schools and businesses. All goods are sourced from UK businesses.

We confirm that we have examined our own business and, to the extent that is reasonably practicable, businesses within our supply chain and we confirm the following:

- We confirm that within our own business, no relevant offence relating to slavery or human trafficking has been committed.
- We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.
- Insofar as is reasonable practicable, we have examined our supply chains and confirm that we found no evidence of slavery or human trafficking.

## Risks

We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others, and we do not believe that our supply chain is one of these sectors.

## Policies

The Company abides by multiple policies that strive to reduce the risk, or to identify the risk, of Modern Slavery:

- Recruitment Policy - we ensure to check every new employee's ID and right to work in the UK.
- Whistleblowing Policy - we have updated the Whistleblowing Policy to mention modern slavery and human trafficking, to prompt staff that this is also covered as a qualifying disclosure.

## Due diligence

- Our business undertakes due diligence prior to using new suppliers.
- When recruiting, our business ensures that all employees provide proof of their right to work in the UK, including identification.
- Employees of our business are encouraged to report any suspected wrongdoing internally and with external suppliers.

## Key Performance Indicators

We will know that our modern slavery statement is effective if there are no reports from employees, law enforcement or the public to indicate that modern slavery is identified within our business.

## Approval

This statement has been approved by the Board of Directors, who will review this annually.

Signed: 

Name: Darren Randle

Position: Managing Director

Date: 06/03/2024