

Modern Slavery in our Business

We want our customers to be confident that we treat our employees fairly, with respect for human rights and are not exposed to unsafe working conditions or in any way forced to work under slavery. We believe that when ethical standards are in place this can improve worker well-being, productivity and quality. We do this through a series of measures and policies covering Whistleblowing, Anti-Bribery and Corruption, ensuring all employees have employment contracts, and we also monitor employee remuneration and benefits to ensure it meets national legislative requirements. Where we employ seasonal workers, they are always recruited through accredited agencies.

Modern Slavery in the Supply Chain

We also want our customers to be confident that our business partners and in particular our suppliers treat their employees as fairly as we treat our own employees. Imported products sourced from outside the UK or EU are potentially more at risk of slavery or human trafficking issues, and we focus our efforts accordingly. Where possible we have built long standing relationships with our suppliers and we make very clear our expectations of business behaviour, engaging only those suppliers that uphold the same principles as SGC. A standard supplier contract clause has been introduced requiring compliance with the Slavery Act, and in the event that suppliers fail to take steps to cease or prevent adverse human rights impacts, SGC will terminate its business relationships with those suppliers.

Supplier Approval and Quality Assurance

We work closely with our suppliers in encouraging them to take into consideration Good Agricultural Practices that integrate biodiversity and ecosystem management for sustainable crops, when sourcing their raw material.

As part of our initial and ongoing supplier approval SGC maintains an up to date list of approved suppliers in an electronic format. Records are maintained for each approved supplier to include reviews and follow-ups of any issues identified with the supplier.

The company reviews existing supplier's approval taking into account customer complaints, results of product tests, regulatory warnings and customer rejections.

Senior managers are involved in spot-check visits to suppliers, and we employ also local managers in overseas markets to ensure standards are maintained.

We recognize that all our employees have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. We have developed a very open management style and culture which encourages the reporting of concerns to senior management as soon as they are raised, and management are expected to act upon them immediately. This includes ensuring our warehouses are accredited, our contracted hauliers adhere to strict food safety standards.

Shabbir Jusab - 19.07.2019

Director – Sustainable Global Commodities Ltd