



## **Scotch Frost of Glasgow Ltd.**

### **Modern Slavery Act 2017 Statement**

#### **Commitment to Tackling Modern Slavery and Human Trafficking**

At Scotch Frost of Glasgow Ltd. (SFG) we like to ensure that our business dealings are conducive to good labour practices. SFG recognises that the purchase, storage and distribution of our products has significant economic, environmental and social impacts.

We believe that our products should be procured in such a way that it does not threaten endangered species or forest wildlife, nor the range of goods and services that contribute to human well-being, poverty alleviation and sustainable livelihoods. Slavery and human trafficking remains a hidden blight on our global society and we all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chains. SFG is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We shall apply due diligence as far as is reasonably practical to avoid involvement, directly or indirectly, with companies at risk of any violation of the ILO Core Conventions.

Scotch frost of Glasgow Ltd. (SFG) is subsidiary of Zen-Noh International Europe Ltd. (ZIE) which is part of Zen-Noh International Corporation.

SFG is the industry leader in the provision and distribution of ethnic foods to the UK market place, with over fifty years' experience and competence in servicing our customers with a worldwide supply chain.

#### Organisational Responsibilities

The directors of SFG have fostered a culture in which modern slavery is not tolerated in any form, providing the leadership, responsibility and accountability it deserves. Our senior managers shall ensure that all relevant people in the organisation are trained and aware of the risks of modern slavery. This is to ensure informed decisions are made which mitigate and manage these risks, and to monitor the implementation of relevant policies and practices. Anyone who has a concern of practices in our operations and supply chains is expected to report such to the human resources and the company directors.

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### Due Diligence

SFG has undertaken a variety of due diligence actions to verify the absence of forced labour, slavery, and human trafficking in our supply chains, including the following:

- Our Quality Policy Statement and Quality Management Systems shall be regularly reviewed and updated to keep pace with best practices and developing market expectations.
- Identified and assessed vulnerability and risk within our supplier chains for the products and materials we receive, and established control measures to mitigate such risks.
- Internally assessed the supply chain risks as part of our supplier qualification process prior to entering into any trading agreement.
- With regards to national or international supply chains, our point of contact is preferably with their UK Company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity to conduct due diligence on the next link in the chain.
- When dealing with a non-UK supplier, appropriate checks have been taken to ensure that the company complies with International Law on slavery and child labour including inspection by senior members of management.
- We have prioritised relationships with organisations that have achieved third party certification of compliance with all applicable laws.
- We have carried out visits to companies supplying our products and materials.

## Our Effectiveness in Combatting Slavery and Human Trafficking

We have established the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of supplier assessments
- Register and quantity of Tier 1 suppliers with third party certificates of compliance
- Assessment visits to international suppliers with whom we have direct dealings

## Legal Context

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

The above sets out our actions to ensure we meet our requirements to the Transparency in Supply Chains obligation.

This is our first published slavery and human trafficking statement as required by the Modern Slavery Act 2015 and will part of our financial and end of year reporting

Approved on behalf of the Board of Directors of Scotch Frost of Glasgow Ltd. by

**Signed: Ged Kelly** - Managing Director

**Date:** 30th May 2018