

modern slavery act 2015: STATEMENT

Our Business

CH&CO Catering Group Limited ("CH&CO") is the holding company for a group of brands that provide catering and hospitality services. CH&CO as a group employs over 6000 employees and operates more than 700 sites in the UK and Ireland, across the business and industry, healthcare, education, and public catering sectors. This statement outlines the measures that CH&CO has taken to date, and is continuing to take to ensure no slavery or human trafficking occurs in our business or in our supply chains.

This statement covers all the businesses and brands within CH&CO, whose head office is in England. A list of the registered companies sitting under CH&CO is at the end of this statement.

Our Supply Chain

Our supply chain includes the key product categories of Ambient, Frozen & Chilled Food, Fresh Produce, Dairy, Fresh Meat, Beer, Wine and Spirits, Equipment & Disposables. With the recent mergers and acquisitions, CH&CO Group aims to amalgamate all suppliers into a single set of group-wide suppliers to minimise the risk of non-compliance with the Modern Slavery Act 2015 (the 'Act').

The majority of our tier 1 suppliers are UK-based, which reflects a priority across the Group to source fresh, locally and seasonally wherever possible. However we also have a number of important products which are sourced from the EU and the rest of the world, the EU and overseas.

We are committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business. Our Modern Slavery policy (publicly available on the company website and available to employees on the company intranet) reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain or within our business. We also require our business partners to provide training to their staff, suppliers and providers.

To ensure all those in our supply chain comply with our values we have in place a supply chain compliance programme. This consists of structured contractual documentation (requiring suppliers to commit to complying with all relevant laws and regulations, including those relating to modern slavery and human trafficking) and a cyclical checking programme to ensure all parties uphold their commitments in line with our values.

We have engaged with Authenticate a supply chain database whereby all our suppliers are required to upload their own Modern Slavery Policies and sign and comply with our own Modern Slavery Policies as part of the requirement of working with any of the CH&CO brands.

This annual review ensures our suppliers are compliant or working towards compliance with the requirements of the Act as they apply in relation to the size of each suppliers' business. We continue to work with our suppliers to achieve 100% compliance in our supply chain and support our suppliers to become compliant. This coming year we shall be reviewing our non-core suppliers to ensure compliance.

Our Supplier Expectations:

We see it as our responsibilities to ensure that we keep regular dialogue with our suppliers to ensure that all our suppliers understand and implement our high standards and continue to comply with. Authenticate will help us monitor and track all of our suppliers to ensure that they are complying with our policy; we will only trade with those suppliers who have a Modern Slavery Policy.

Failure by a supplier to meet our standards may jeopardise their ability to continue to do business with us and are addressed on a case-by-case basis. If, following an in-depth investigation, the supplier still refuses to cooperate with our Procurement policies and due diligence process, we will cease trading with that supplier. If modern slavery or human trafficking is identified in our supply chain, appropriate investigations will be conducted internally and the relevant authorities would be contacted.

PLANS GOING FORWARD

Within our business

Our current processes and procedures have led us to assess the level of risk of modern slavery and exploitation within our operations to be low, but this does not mean that we should ever be complacent given that the food industry as a whole is identified to be high risk.

To date, no modern slavery has been identified in our internal operations nor are we aware from our audit and verification processes of any in our supply chains. We will continue to monitor the effectiveness of our existing controls internally, and review annually what improvements may be made to strengthen our auditing and verification procedures.

Employees and agency workers

We have zero tolerance in relation to all our employees regarding slavery and human trafficking which also applies to our dealings with staff agency companies. CH & Co has strict HR policies and procedures which support the Act to protect against modern slavery and human trafficking. These include carrying out pre-employment face to face interviews and checks of identification and right to work documentation. There may also be a requirement on certain contracts for employees to be vetted to a more stringent level, this will be client driven. Reference checks are required for all new employees. It is also a requirement that all employees are able to speak and understand the English language, so we can be confident employees will understand our policies and procedures, internal communications and will be able to ask for help should they require it. The business also insists that all employees have their own bank account for the payment of wages.

The business carries out regular audits of its right to work and payroll information, which includes ad hoc site visits to ensure compliance. We provide various routes for employees to communicate with the business should bad practice be taking place and to allow people a confidential route to whistle blow.

We actively support our supply chain suppliers in becoming and ensuring compliance with the Modern Slavery Act and continue to check annually our suppliers and their compliance through third party providers.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Confidential whistleblowing hotline available for all employees and agency workers;
- Monitor potential risk areas in our supply chains.

Effectiveness

CH & Co has introduced the following KPI's to measure the performance of our anti-slavery actions as a requirement for all our team members;

KPI 1: All employees will receive Modern Slavery Training each year

KPI 2: All suppliers will be required to share their Modern Slavery Policy and upload to Authenticate

Training

CH & Co recognises modern slavery is a crime and can take many forms, such as forced labour, servitude, compulsory labour and human trafficking. We remain committed to improving our practices to combat slavery and human trafficking. Our Modern Slavery policy is communicated to all employees on our Company intranet to reinforce the policy. We ensure information is cascaded down the company, raising awareness of Modern Slavery at all levels of the business to all employees and new recruits are given specific training on what amounts to Modern Slavery, what our policy means and who to report any issues to. We encourage our employees to report any activity they believe to be unlawful and/or in breach of our policies and standards. Employees have the opportunity to inform the business of any concerns relating to potential risks or failures of our suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes CH & Co's slavery and human trafficking statement for the financial year ending 31st December 2021.



Bill Toner
CEO CH&CO Catering Group Ltd
Dated: 23rd August 2022

List of companies for modern slavery statement – FY ending 31/12/2020

Subsidiary companies of CH & Co Catering Group Limited which this statement applies to:

- CH & Co Catering Limited
- Chester Boyd Limited >
- Graison Limited*
- Turtle Soup Limited*
- Charlton House Unique Venues Limited*
- HCMGH Limited
- Host Management Limited
- Ensemble Combined Services Limited
- Juice for Life Limited
- Catermasters Contract Catering (Holding) Company Limited
- Catermasters Contract Catering Limited
- Bite Catering Limited
- The In House Catering Company Limited*
- The Brookwood Partnership Limited
- Absolutely Catering Limited
- Harbour and Jones Limited
- Upfront Reception Services Limited
- Principal Catering Consultants Limited
- Concerto Group Holdings Limited
- Concerto Group Limited
- Concerto Events Limited
- Mask UK Limited ¹
- Create Food Limited
- Delfina Events Limited ¹
- Touch of Taste Limited ¹
- Business Pursuits Limited <
- Ultimate Experience Limited
- Inspire Catering Scotland LLP
- Gather & Gather Limited
- Creativevents Limited
- Gather & Gather Ireland Limited
- Company of Cooks Ltd
- Public Restaurant Partner Limited
- Vacherin Limited (as of 28/02/2020)
- Full Circle Performance and Production Limited (associate company, 50% owned) ²

Key

< dissolved 17th November 2020

* dissolved 5th January 2021

> dissolved 6 April 2021

¹ in liquidation:

Mask UK Limited – as of 14th September 2020

Delfina Events Limited – as of 15th September 2020

Touch of Taste Limited – as of 14th October 2020

² until 18th January 2021 when the joint venture was exited