

Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement sets out Roast & Ground Limited's commitment to preventing slavery and human trafficking in our business activities, and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business or our supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Roast & Ground Limited, namely the installation and maintenance of coffee and water dispensing equipment and supply of related consumables to business and other premises in the UK. It also covers the business of Roast & Ground Direct which is a trading name of Roast & Ground Limited. Roast & Ground Direct provide coffee machines and consumables directly to customers via our online shop and for collection.

The Company currently operates in the UK only. The Managing Director is ultimately responsible for the Company's compliance with all legislative requirements including those relating to Modern Slavery and Human Trafficking.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains and to work ethically in all our business relationships.

We provide an Employee Handbook which includes both an Ethical Conduct policy and a Whistleblowing policy whereby all our employees are encouraged to report any concerns relating to our activities and/or those of any of our suppliers. We also comply with all legal requirements regarding the National Minimum Wage and National Living Wage in respect of all our employees. We also provide access to e-learning materials to ensure that all staff are made aware of the issues relating to modern slavery and human trafficking.

Definitions

The Company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners in relation to any modern slavery and human trafficking risks. We also invoke sanctions against any suppliers that fail to meet our expectations, up to and including the termination of the business relationship.

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company has taken the following steps to ensure that modern slavery is not taking place:

- evaluation of supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- evaluating the modern slavery and human trafficking risks of each new supplier
- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- training provided to staff on modern slavery to embed a zero-tolerance policy towards modern slavery
- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary by the Board of Directors, which endorses this policy statement and is fully committed to its implementation.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Richard Gray

Richard Gray
Managing Director, Roast & Ground Ltd

This policy is reviewed annually prior the 1st of March. E&OE
Last updated on 20th November 2020.