



# Reed Boardall

## MODERN SLAVERY STATEMENT

This statement sets out Reed Boardall's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2020 to 31 March 2021.

As an organisation, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

We are absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that any supply chains are free from slavery and human trafficking.

### Definitions

We consider 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 of the threat of abuse;
- being dehumanised, treated as a commodity, or being bought or sold as property; and
- being physically constrained or to have restriction placed on freedom of movement.

### Organisational structure and supply chains

This statement covers the activities of Reed Boardall. We are a group based in the UK operating in the cold storage and temperature-controlled transport industry. The Reed Boardall Group Limited is the parent of a number of trading companies who together employ over 800 people. The group has an annual turnover of £70m.

This group statement covers the obligations of the following subsidiaries to publish a Modern Slavery Statement:

- Reed Boardall Cold Storage Limited
- Reed Boardall Transport Limited
- Boroughbridge Motors

In order to carry out our operations, we work with a range of suppliers of energy, motor vehicles, mechanical handling equipment and a variety of ancillary goods and services.

### **Countries of operation and supply**

Reed Boardall currently operates exclusively in the United Kingdom. It is a family business with the Boroughbridge, North Yorkshire, site opened by chief executive Keith Boardall in 1992. The site now comprises a total of seven individually designed state-of-the-art cold storage chambers, capable of storing over 168,000 pallets of frozen produce at any one time. Every day of the year, 24 hours a day, our trucks deliver just in time stocks of the UK's leading chilled and frozen brands to customers in every corner of the country.

### **High-risk activities**

We do not consider that we operate in a high-risk environment for trafficking and modern slavery, given the robust UK legislative framework and because we operate from a single location with all our employees based in the UK. Most employees are permanent, and many have relatively long service. Furthermore, as a service business, we have a relatively narrow range of suppliers with most of whom we have long-established relationships.

Nevertheless, we recognise our responsibility to identify and address potential infringements linked to the goods and/or services we procure. Therefore, we have put in place procedures to work to ensure that any suppliers adhere to the same standards as we apply to ourselves.

### **Responsibility**

The company directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

### **Relevant policies**

We operate the following policies/procedures that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

*Whistleblowing Policy* – We encourage all our workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of Reed Boardall. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can complete the RB Whistleblowing Report Form.

*Ethical Trading Policy* – We strongly believe in ethical principles and good stewardship. The organisation will trade and continue to trade only in accordance to these principles.

*Reed Boardall Group Values* – Our values make clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating across the UK and managing its supply chain.

*Anti-Slavery Policy* – The organisation promises to work ethically and with integrity within all our business relationships. It sets out:

- Our commitment to ensuring that modern slavery does not take place within our organisation or in our supply chain;
- The procedures we follow in recruitment and other practices to ensure our adherence to this commitment;
- The responsibilities of the directors, managers and all employees of the group and its subsidiaries to follow the procedures and maintain vigilance

*Recruitment Policy* – We use only specified, reputable employment agencies, where needed, to source labour and we always verify the practices of any new agency before accepting workers from it. All candidates are required to bring with them documentary evidence of their identity and their right to work in the UK. Evidence should be as prescribed by UK Visas and Immigration and can include a current passport or national identity card including a photograph or a biometric residence permit number and biometric residence card number.

An offer of appointment to any successful candidate is conditional upon:

- Receipt of written references, covering the last 5 years of employment, confirmed by telephone where possible;
- Verification of the candidate's identity;
- Evidence of permission to work for those who are not nationals of the UK; and
- Verification of qualifications.

All checks will be:

- Confirmed in writing;
- Documented and retained on the personnel file;
- Followed up where they are unsatisfactory or where there are discrepancies in the information provided.

## **Training**

As part of our commitment to minimising the risk of slavery and human trafficking taking place in our business and supply chains, we educate all of our staff in what modern slavery and human trafficking is and how to recognise the risks of it in the workplace. We encourage all our staff to report any potential breaches of our anti-slavery policy.

### **Awareness-raising programme**

As well as training staff, we raise awareness of modern slavery issues by displaying posters across our premises and circulating educational emails to staff.

The posters and emails explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

### **Due diligence**

As part of the group's due diligence processes regarding slavery and human trafficking, the approval process for suppliers reviews the controls undertaken by each supplier to ensure they act ethically and within the law.

The group will not support or deal with any business knowingly involved in slavery or human trafficking.

Additional procedures ensure that this statement is understood and communicated to all levels of the group, and that it is regularly reviewed by the directors to ensure its continuing suitability and relevance to the group activities.

## Board Approval

This statement was approved on 9 February 2022 by Reed Boardall's board members, who review and update it annually.

A handwritten signature in black ink, appearing to read 'Marcus Boardall', with a horizontal line underneath.

Marcus Boardall

Group Chief Executive

The Reed Boardall Group Limited

7 February 2022