



## ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

### 1 April 2020 - 31 March 2021

#### Introduction

The hospitality sector in the UK is currently reeling from the impact of the Corona-virus. This has placed a great deal of uncertainty around previously normal patterns in both business and personal lives.

We are currently in uncharted territory. The restrictions that are now in place will likely negatively impact our progress against our 2020 Anti-Slavery and Human Trafficking strategy. Despite this we will still strive to strengthen our processes to identify and eliminate slavery and human trafficking from our supply chain.

bartlett mitchell's continued growth demonstrates our reputation as a leading independent contract caterer with great food and great teams, delivered with exceptional ethical standards.

#### **bartlett mitchell supply chain**

In our last statement, we outlined a new requirement that for a supplier to join our supply chain, they must first demonstrate their compliance with the Modern Slavery Act 2015 and their understanding and working practices that reflect the principals of the Ethical Trade Initiative (ETI).

#### **Actions during the past 12 months**

During 2019 in-depth evaluation was undertaken of the SEDEX product and it was determined that being a member of this worldwide organisation will give us the access to extensive data about the world's supply chains.

As of February 2020, bartlett mitchell are now delighted to announce membership of SEDEX as an AB member.

What does that mean:

- SEDEX is an information sharing platform
- SEDEX is a leading ethical trade services provider working to improve working conditions in the supply chain
- SEDEX allows us to share data of companies that are in our supply chain that are also supplying other members

- The data made available to us will enable us to identify suppliers in the supply chain that are cause for concern and in that case, we will require these suppliers to submit to a SMITA audit (SEDEX Members Ethical Trade Audit).

### **Actions for the next 12 months**

Going forward our activity with SEDEX will be in two distinctly different phases.

Phase 1 Actions:

- All of our core suppliers will be required to become members (Supplier Member B) to remain a Preferred Supplier to our business (Note: at the time of writing this statement 44% of our core suppliers are already members)
- These suppliers will be required to update their SEDEX self-assessment questionnaire - an annual requirement going forward
- Those that are not yet members will be required to become members and complete their self-assessment questionnaire
- Any supplier in the supply chain identified as “high risk” through the SEDEX process will be requested to undertake a SMETA audit if one has not been completed in the previous 12 months
- Any non-conformances identified in the audit and not addressed within the given time period will have their ‘approved supplier’ status reviewed and ultimately rescinded.

Phase 2 Actions:

- This will involve engaging collaboratively with our core Preferred Suppliers to review the suppliers involved in their own supply chains (ideally down to source) to understand the potential risks associated in the areas of both origin and product type
- We will agree actions that need to be taken to mitigate the risk of modern slavery and to identify effective remediation strategies where any modern slavery is identified within their supply chains.

## **bartlett mitchell people**

### **Training our teams**

Whilst bartlett mitchell operates only in the UK and Ireland, we recognise that to guard against slavery and human trafficking closer to home in the UK (particularly with the supply of labour), it is vital to train, educate and raise awareness amongst our team members.

### **Actions taken in the last 12 months**

- Our bartlett mitchell company handbook (Walkabout) is provided to every team member advising of our Anti-Slavery Policy.
- We continue to conduct twice annual training sessions for every manager across the business via our “Cup of Tea” training sessions chaired by our CEO.
- We audit every site annually and complete document and employee checks.

- We follow up and audit our agency staff providers against compliance with our PSL (Preferred Supplier Listing).

## Summary

To conclude, whether as part of our global supplier chain or closer to home with our UK teams, progress can be measured from our previous annual statement with objectives and targets set for the year ahead.

As awareness grew through 2019, our Clients have also shown a greater interest in our activities. As such in 2020, we also plan to work more collaboratively with our Clients, sharing corporate objectives, experiences and knowledge.

We look forward to updating you next year on bartlett mitchell's progress.



Ian Thomas  
CEO



Wendy Bartlett  
Executive Chairman