

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 premises in the UK.

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.

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.

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

Richard Gray
Signature:
Richard Cameron Gray, Managing Director
For and on behalf of Roast & Ground Limited

Date: 3/9/2018