

RM Curtis & Co. Ltd

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out our commitment to the requirements of the Modern Slavery Act 2015 and the steps taken to ensure that slavery and human trafficking is not taking place in our Supply Chain or in any part of our business. This includes the provision of adequate resources, effective communication and appropriate systems, together with the actions taken to ensure continuous improvement.

RM Curtis & Co. Ltd has a zero-tolerance approach to modern slavery.

Our Business

RM Curtis & Co Ltd is a food manufacturer supplying both foodservice and retail industries within the UK and Europe. We have a global supply chain importing predominantly nuts, fruits, seeds and spices. Our site is based in Halstead, Essex.

Our Supply Chain

We are committed to ensure that our business is transparent in tackling modern slavery and our Supply Chain adheres to the obligations under the Modern Slavery Act. We require the same standard from our suppliers and their suppliers, contractors and other business partners. We will only deal with goods which are sourced ethically and in a legal manner.

Employee Code of Conduct

The Company handbook outlines the actions and behaviours expected of all employees when representing the Company. We strive to maintain the highest of standards of employee conduct and ethical behaviour, when operating both locally and abroad and when managing our Supply Chain.

Recruitment/Agency Workers

We use only specified, reputable employment agencies to source labour and will verify the practices of any new agency before accepting any agency worker. We will only form contracts with UK agency labour providers that are GLA licenced and we regularly audit our provider.

Due Diligence

Our approach will be risk assessment based, all our supplies, contractors and other business partners will be required to conform to our compliance agreement. We are committed to ensure that the highest standards and ethics are adhered to and the Company will work with suppliers, contractors and other business partners to ensure these are met and improved upon.

Any suppliers, contractors and other business partners found to be in breach of the Modern Slavery Act will risk termination of their contract.

Continuous Improvement

The Company raises awareness of modern slavery by providing relevant information via posters and leaflets.


We have set out our compliance standards to our suppliers, contractors and other business partners via our compliance agreement (supplier code of conduct).

We will engage with our suppliers to gain an understanding of the measures they have in place to ensure modern slavery is not occurring in their businesses or their Supply Chain.

We will continue to work collaboratively with employees to identify, tackle and report hidden labour exploitation.

We will encourage all employees, customers and other business partners to report any concerns related to their direct activities or the Supply Chain of the Company.

This statement has been written by Cathy Forde – Group HR Manager, authorised by Mark Setterfield – Managing Director and will be reviewed annually. Copies of this statement can be provided by the HR Department.



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Signed: Cathy C. Forde, Group HR Manager

Date: 19 February 2019



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Authorised: Mark Setterfield, Managing Director

Date: 19 February 2019