



Modern Slavery and Human Trafficking Statement

For the Financial Year Ended 27 April 2019

This statement is made in accordance with Section 54, Part 6 of the Modern Slavery Act 2015. It constitutes our modern slavery and human trafficking statement for the financial year ended 27 April 2019.

Structure

The Fresh Olive Company T/a Belazu is a subsidiary of William Jackson Food Group a sixth-generation family business. We procure, manufacture and supply a wide range of Mediterranean inspired food products to thousands of customers from retail supermarkets to casual dining chains, from independent restaurants to FMCG manufacturers.

We are based in Greenford, Middlesex where both our factory and warehouse premises are located. We employ around 160 people and generate an annual turnover of c£34m.

We source over 600 different ingredients and packaging from c.150 suppliers from both the UK and overseas, together with c.350 suppliers for indirect goods and services.

Our Values

Our values underpin every aspect of our business, and consist of take pride, do the right thing and be the difference. We strive to be a business to be proud of and feel that a community should be a better place for having our business in it.

Policy Statement

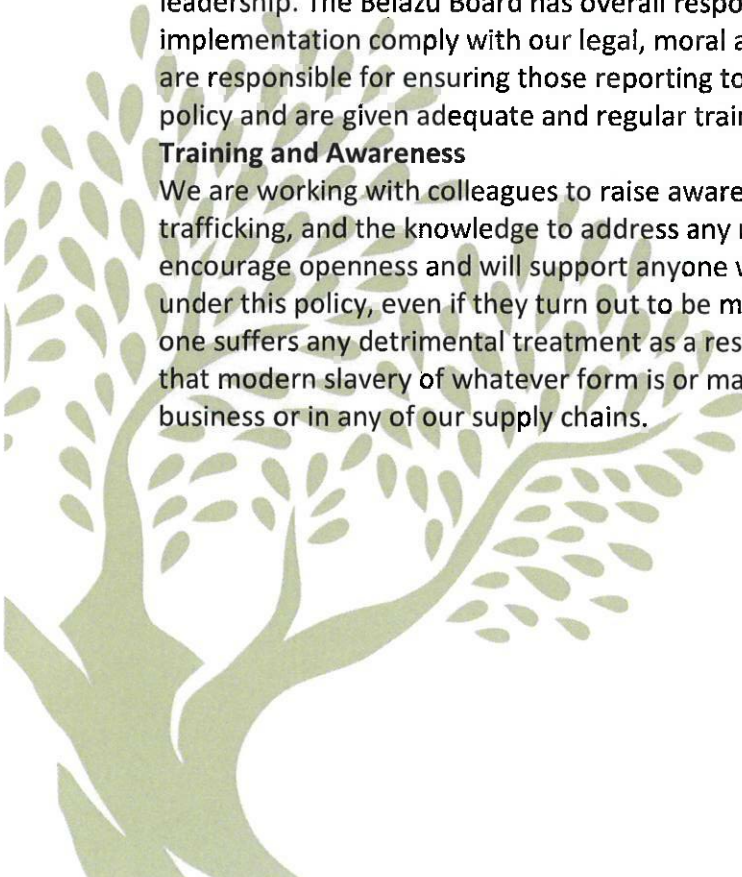
We manage our supply chain with a great degree of care, recognising our supply partners as a crucial part of our business. We have direct suppliers, from whom we buy ingredients and packaging, and indirect suppliers, such as those who supply our utilities.

We are committed to eradicating all instances of modern slavery or human trafficking taking place in our business, or the suppliers we deal with. This statement reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure no slavery or human trafficking exists anywhere in our supply chains.

Ultimate responsibility for the prevention of modern slavery rests with the Company's leadership. The Belazu Board has overall responsibility for ensuring this policy and its implementation comply with our legal, moral and ethical obligations. Leaders at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Training and Awareness

We are working with colleagues to raise awareness of modern slavery and human trafficking, and the knowledge to address any related issues which may arise. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.



CONTACT NUMBER 020 8838 1912	ADDRESS Belazu Ingredient Company 74 Long Drive Greenford, Middlesex UB6 8LZ
WEBSITE www.belazu.com	
<small>The Fresh Olive Company Ltd t/a Belazu Ingredient Company Registered in England No. 8856785 VAT No. GB 166860044 Registered Address: The Riverside Building, Livingstone Road, Hestle, HU13 0DZ</small>	



Through our training programme and procedures, colleagues will be reminded of the Group Whistle-blowing Policy as the primary method of reporting any suspicions or evidence of slavery or human trafficking.

We will accept and take seriously concerns communicated anonymously.

The Company encourages members of the public or people not employed by us to write, in confidence, to the Managing Director to raise any concern, issue or suspicion of modern slavery in any part of our business or related supply chain.

Prevention Within Our Business and Supply Chain

We will take action to address any evidence of slavery or human trafficking. We will undertake the following activity in order to assess and manage such risks within our business and supply chain:

- Conduct risk assessments to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that efforts can be focused on those areas.
- Engage with our suppliers both to convey to them our stance on modern slavery and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses.
- Where appropriate, as informed by our risk assessment, seek to introduce supplier pre-screening (for example as part of our tender process) and self-reporting for our suppliers on safeguarding controls.
- Our supplier approval process requires our suppliers to confirm their adherence to our Supplier Code of Conduct for Ethical Trading and accept our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion.
- We are in the process of upgrading our membership of the Supplier Ethical Data Exchange (Sedex) and will be encouraging all our direct suppliers to become members by the end of 2019.

This statement has been reviewed and approved by the Board on March 21st 2019.

Signed
Adam Wells
Managing Director
21st March 2019

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