



# MODERN SLAVERY STATEMENT

**Bewley's Tea and Coffee UK**

**Version 3**

**01/04/2019**

### Authorisation

Version No.	Author	Approval: Name and Position	Signature
1	Eve West	***** interim Managing Director	
2	Eve West	Brian O'Hagan – Managing Director	

### Amendments

Version No.	Date	Summary of Changes and Reason for Issue	Responsible Person
1	** ** 20**	Initial Draft	Eve West
2	01/12/2018	<b>Change - Approval: Name and Position</b>	
3	25/04/2019	Business Name	Eve West

### Review

Version No.	Review Due	Review Date	Responsible Person
1	** ** 20**		Eve West
2	01/12/2018	25/04/2019	Eve West
3	01/12/2019		Eve West



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## PURPOSE

This policy document covers all Bewley's Tea and Coffee UK Limited ("Bewley's" or "the company") employee.

Bewley's is committed to the practice of responsible corporate behaviour and to complying with all laws, regulations and other requirements which govern the conduct of our operations.

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This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1<sup>st</sup> January 2019 to 31<sup>st</sup> December 2019.

The statement sets down Bewley's Tea and Coffee UK Limited 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 and 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.

## RESPONSIBILITY FOR COMPLIANCE

This policy is the responsibility of, and authorised by, the Managing Director. The Head of Human Resources is responsible for implementation in conjunction with Department Managers.

The Managing Director has responsibility for the human rights, ethical trade and corporate social responsibilities of the business.

## SCOPE OF POLICY

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

## LEADERSHIP

All Managers of Bewley's will lead the Policy by actively demonstrating the behaviours expected by all employees to continually raise the bar to the highest professional and ethical standards

## MODERN SLAVERY AND HUMAN TRAFFICKING

### ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

This statement covers the business activities of Bewley's which are as follows:

Our overall offer covers coffee, tea and drinking chocolate and our brands Grumpy Mule BE, Eros and FRESH offer Fairtrade certified coffees and premium branding to back this up. Alongside this we offer everything that a café operator needs to succeed. We offer a Fairtrade bakery range from One World, Fairtrade juices and smoothies, disposables, and a range of locally produced drinks and snacks.



We partner with world class machine manufacturers, including: La Marzocco, La Spaziale, Marco, Coffetek, Brita and Blendtec. Our service team of over forty engineers are employed directly by us, and they each cover a geographical region, ensuring that call out times are under twenty four hours and we target ourselves with a ninety five percent first time fix KPI.

Our training team is one of the most highly qualified in the coffee industry and they are ALL experts in their field and will share their passion for coffee with your teams, ensuring that the drinks you serve on campus are made with speed and consistency, whilst ensuring a high quality product every time. The training they conduct, will not just “tick a box”, it will challenge and provoke those chosen, in order to achieve the best coffee quality and consistency possible.

## **DUE DILIGENCE AND RISKS**

Bewley's operates in the United Kingdom.

## **SUPPLY CHAINS**

Our Supply chains include:

Mainly UK Supply:

Chain Complete Finished Ambient Product, Cold Beverages, Snacking Range, Hot Beverages Supplier  
Equipment

## **COFFEE SUPPLY**

The ETI (ethical trading initiative) base code – Bewley's require all suppliers as minimum to adhere to the base code, supporting fundamental workers rights.

Suppliers demonstrate that they adhere to the base code through their sustainability policies

Bewley's would not work with suppliers that do not adhere to the ETI

Bewley's perform quarterly to annual visits to suppliers, exporters and importers.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

The Company's due diligence process includes

- Completion of the supplier questionnaire which includes questions regarding the Modern Slavery Building long-standing relationships with suppliers
- Making clear our expectations of business partners
- Evaluating the modern slavery and human trafficking risks of each new supplier



## RESPONSIBILITY FOR THE COMPANY'S ANTI-SLAVERY INITIATIVES IS AS FOLLOWS:

- Policies: The Head of Human Resources is responsible for creating and reviewing policies. The process by which policies are developed is looking at best practice and adapting to the needs of the business.
- Risk assessments: The Quality Manager is responsible for risk assessments in respect of human rights and modern slavery by a process of supplier audit.
- Due diligence: The Quality Manager is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

## REPORTING

Collectively we share the responsibility to give feedback to each other when we fail to live up to our values, or in more serious situation to report inappropriate behaviour.

We will never tolerate harassment of any kind including sexual, racial, verbal or non-verbal as well as physical. If you observe unacceptable behaviour, **report it**.

Reporting can be to any Manager, however where possible or appropriate this should be your Line Manager.

## TRAINING

The company will provide training to all employees to help them understand their duties and responsibilities under this policy.

## ASSOCIATED POLICIES

Code of Conduct  
Equality and Diversity  
Recruitment  
Anti-bribery

## CONTRAVENTION OF THE POLICY

Failure to comply with any of the requirements of this policy is a disciplinary offence and may result in disciplinary action being taken under the Company's disciplinary procedure.

## APPEAL

You have the right to appeal against any decision made under this policy.

## REFERENCE LEGISLATION

As Appropriate