



## **Wolff Coffee Roasters**

### **Modern Slavery Act Policy**

Wolff Coffee Roasters is committed to preventing modern slavery and human trafficking in all its business operations and supply chains. This policy outlines our commitment to ensuring that modern slavery does not exist within our organization and among our suppliers. We are dedicated to upholding the principles of the Modern Slavery Act 2018 and expect our employees and suppliers to adhere to these principles as well.

- **Policy Statement**

- **Scope:** This policy applies to all employees, contractors, suppliers, and anyone working on behalf of Wolff Coffee Roasters.
- **Zero Tolerance:** We have a zero-tolerance approach to modern slavery and human trafficking in all its forms within our organization and supply chains.
- **Compliance:** We are committed to complying with the Modern Slavery Act 2018 and all other applicable laws and regulations related to modern slavery and human trafficking.

- **Responsibility**

- **Founders:** The founders have overall responsibility for ensuring that this policy is implemented effectively. They will review the policy on an annual basis and make any necessary amendments.
- **Senior Management:** Senior management is responsible for ensuring that the policy is communicated to all employees and that appropriate training is provided.
- **Employees:** All employees have a responsibility to report any concerns or suspicions of modern slavery or human trafficking to their managers or a designated point of contact.

- **Risk Assessment**

We will conduct a regular risk assessment to identify and evaluate the risk of modern slavery and human trafficking within our business and supply chains. This assessment will take into account the location of suppliers, the nature of the products or services they provide, and their compliance with ethical and legal standards.

- **Due Diligence**



- **Supplier Assessment:** We will assess our suppliers to ensure they meet our ethical and legal standards. This assessment will include evaluating their policies and procedures related to modern slavery and human trafficking.
- **Supplier Contracts:** Our supplier contracts will include provisions that require suppliers to comply with the Modern Slavery Act 2015 and demonstrate their commitment to eradicating modern slavery in their own operations and supply chains.
- **Training and Awareness**

We will provide training to our employees and suppliers to raise awareness about modern slavery and human trafficking and to help them identify and report any concerns. Training will be provided on an ongoing basis and will be tailored to the specific needs of our organization and supply chains.
- **Reporting**
  - **Internal Reporting:** Employees who have concerns or suspicions about modern slavery or human trafficking should report them to their managers or a designated point of contact. Reports will be treated confidentially, and whistleblowers will be protected.
  - **External Reporting:** If we identify or suspect modern slavery or human trafficking within our organization or supply chains, we will report it to the appropriate authorities as required by law.
- **Review**

This policy will be reviewed annually by the Board of Directors to ensure its effectiveness and compliance with the Modern Slavery Act 2018 and any other relevant laws or regulations.
- **Conclusion**

Wolff Coffee Roasters is committed to taking all necessary steps to prevent modern slavery and human trafficking within our organization and supply chains. We will continue to work diligently to ensure that our operations are conducted in an ethical and responsible manner, and we expect the same commitment from our employees and suppliers.