

Organico

ORGANICO REALFOODS LIMITED

Company Number: 2610753

Anti-Slavery Statement

Last Update: 02/2021

Mission Statement

At Organico we buy and sell good food. Good food is food that's well made and tasty but also that's good for the planet and fair to the people we work with and who work for us... from farm to fork and from boat to plate.

General

Organico Realfoods Limited is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015. As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
- We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015 ('the Act').

Modern Slavery Statement

Organico Realfoods Ltd is committed to a zero-tolerance approach to modern slavery and to acting with integrity in all its dealings, relationships, and supply chains. To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

- We confirm that within our own business, no relevant offence relating to slavery or human trafficking has been committed.
- We operate on a risk assumption basis keeping ourselves informed of potential risk areas within our own direct supply chain and confirm that we have found no evidence of slavery or human trafficking.
- We work principally with bona fide long term and well established ethical businesses and never make unacceptable demands in terms of the price we pay for products nor impose any type of contractually onerous conditions – either of which can lead and contribute to poor labour practises.
- We will work to improve our verification relying on a mixture of meetings, ad hoc inquiries (of both a direct and indirect nature) as well as more traditional form filling or box ticking assessments.
- We encourage our staff, contractors, customers, third party civil society organisations and even our competitors to raise any concerns about modern slavery that might affect our supply chain and will support and investigate any valid areas of concern.

Background Business Information

Further details about our business and supply chain are provided below.

Our business is an importer, exporter, wholesaler, trader, legal principal (and not an agent), owning our own brands and products, in the field of organic and sustainably fished foods. Organic foods are by definition a type of food that has ethical values at its heart AND is a system of agriculture and production that is certified and monitored at every stage with third party annual audits performed as a routine part of the system of organic compliance.

Our business structure is:

- An office in Reading, in the United Kingdom and a subsidiary office in Utrecht, Netherlands – Organico Europe BV.
- An administrative and sales and marketing team in Reading consisting of 10 employees.
- Sub contracted third party owned warehousing in London for the UK business and in Breisach-am-Rhein for the European business.
- Transport and customs services (thank you Brexit) from established logistic and freight forwarding companies.
- Both long term and ad hoc contractor relationships providing legal, accounting, HR, sales and marketing and general advisory services.

We buy principally from EU countries or the United Kingdom, with the exception of one product line which we buy from the US, a new venture of certified fair trade tuna from the Maldives and a new venture in Morocco for non-certified fairly traded mackerel and sardines

The vast majority of products we sell are produced for us in our own brand by suppliers with whom we have or aim to have long term relationships. Our brands are Organico and Fish4Ever, Redfern's, Its Soya Good, Artysan and Vitacore. We therefore aim to develop long term and close relationships with our suppliers and believe that the way we select and work with suppliers helps mitigate risk in our supply chain. {See our General Ethical Policy for more details}.

We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others. We will make use of contacts at NGO's and a variety of freely available expert third party information sources; reference the Ethical Trading Initiative (ETI) and the ETI base code; and look into active verification and third part certifications or audits wherever possible.

The person in our business responsible for assessing matters relating to slavery and human trafficking is Jane Jolly.