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Address: FryerMiles, Suite 2-3, Broadway, Maidenhead SL6 1LY

Modern Slavery and Human Trafficking Policy

1. Policy Statement

FryerMiles is committed to preventing modern slavery and human trafficking in all its forms within its operations and supply chains. We acknowledge our responsibility to uphold human rights, promote ethical business practices, and ensure that slavery and human trafficking have no place within our organisation. This policy outlines our commitment to combating these issues and outlines the steps we take to identify, prevent, and address modern slavery and human trafficking.

2. Definitions

For the purpose of this policy, the following definitions apply:

Modern Slavery: Includes all forms of slavery, human trafficking, forced labour, debt bondage, servitude, and any other form of exploitation.

Supply Chain: The network of individuals, organisations, and activities involved in the production, distribution, and delivery of goods and services.

3. Compliance with the Modern Slavery Act 2015

FryerMiles acknowledges the legal requirements set out in the Modern Slavery Act 2015 and is committed to ensuring compliance with the Act. We will take all necessary measures to prevent and address modern slavery within our operations and supply chains.

4. Risk Assessment and Due Diligence

We will conduct regular risk assessments to identify potential areas of modern slavery and human trafficking within our supply chains. We will also assess the risk of such practices occurring within our own organisation. This assessment will include a review of geographical areas, industry sectors, and suppliers that may present a higher risk.

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5. Supplier Engagement and Monitoring

We will engage with our suppliers to ensure that they share our commitment to preventing modern slavery and human trafficking. We will request all suppliers to provide evidence of their own efforts to address these issues within their operations and supply chains. Our supplier agreements will include clauses that require compliance with anti-slavery and anti-human trafficking laws.

6. Employee Awareness and Training

We will provide training to our employees to raise awareness of modern slavery and human trafficking issues, enabling them to identify and report potential concerns. Our employees will be encouraged to report any suspicions or incidents of modern slavery without fear of retaliation.

7. Reporting and Whistleblowing

We are committed to maintaining an environment where employees, suppliers, and stakeholders can raise concerns about modern slavery and human trafficking without fear of reprisal. We have established mechanisms for reporting through which any suspicions or incidents can be reported anonymously and promptly.

8. Investigations and Action

Upon receiving reports or suspicions of modern slavery or human trafficking, we will conduct thorough investigations. If incidents are substantiated, we will take appropriate action, which may include terminating relationships with non-compliant suppliers, cooperating with law enforcement, and supporting affected individuals.

9. Continuous Improvement

We are committed to continuously improving our efforts to prevent modern slavery and human trafficking. This policy will be reviewed annually to ensure its effectiveness, relevance, and compliance with any changes in laws and regulations.

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10. Leadership Commitment

The leadership team of FryerMiles is fully committed to this policy and will actively promote its principles throughout the organisation.

This policy has been approved and endorsed by:

Joe Bradley
Managing Director
11th May 2022

Conclusion

By implementing this Modern Slavery and Human Trafficking Policy, FryerMiles aims to ensure ethical business practices, protect human rights, and contribute to the eradication of modern slavery and human trafficking in all its forms. This commitment is an integral part of our values and our approach to responsible business operations.