



Modern Slavery Statement

Prepared	Management	March 2024
Next Review	Management	March 2025
Document/Version		1/4

Introduction

Marillo Foods Limited recognises that all organisations have an obligation to prevent slavery and human trafficking within their supply chains. Modern slavery and human trafficking practices must not be tolerated and we must take reasonable steps to prevent these practices from taking place.

Organisation's Structure

Marillo Foods Limited, established in 2002, is a leading importer and distributor of canned foods, oils, pasta and dried fruit to the food service and manufacturing sectors. The company provides an extensive, high-quality range of over 100 products from canned fruit to olives, pickles to canned vegetables, fish to meat and pasta.

Marillo Foods Limited is dedicated to supplying the best products and providing a high quality, locally-focused service to all customers. The distribution of these goods is carried out by an approved third-party haulage firm and, supplying food service and public sector organisations with own and supplier branded goods.

The key aims and objectives can be summarised as follows:

- To be a leading UK food importer
- To maintain longevity in a competitive market
- To build and maintain a sustainable future

Supply Chains

Inbound: Marillo Foods Limited sources products from more than 20 countries across six continents, with the majority sourced from within the European Union. Outbound: Marillo Foods Limited supplies mainly UK wholesalers, cash & carry operators, foodservice outlets and food manufacturers.

We continuously seek to provide customers with a consistent supply of quality ingredients and products. Our supply chain is complex and includes the sourcing of food worldwide. Marillo Foods Limited tries to source products responsibly from overseas depending on the season and the availability. Our supplier base is a broad mix of sizes and structures who are BRC accredited. We deal directly with manufacturers, importers and other larger cooperatives. Wherever a product originates, Marillo Foods Limited is fully committed to a policy of only trading with products that have been sourced in an ethically responsible and legal manner, this way we will be helping to support a sustainable transparent supply chain.

As supply issues continue, largely due to food inflation and on-going conflicts in the Ukraine and Middle East, we have engaged with suppliers and industry professionals to continue to target an uninterrupted supply of goods to our customers from ethical sources. We are closely monitoring food inflation to make sure our customers maintain continuous supply; obtaining the best value for money in a volatile market place.

Our Policies on Slavery & Human Trafficking

We follow the values of a family enterprise and are honest, fair and trustworthy in all our activities and relationships. We foster an atmosphere where fair employment practices and a safe workplace extend to every member of our workforce. Our company values outline our expectations of ethical conduct for all employees.

Marillo Foods Limited aims for a consistent approach when working with suppliers and that ethical trading consideration is an integral part of our business decision making process.

Marillo Foods Limited has a number of internal policies to ensure we are conducting business operations in an ethical and transparent manner:

Ethical Trading Policy: Marillo Foods Limited fully endorses the Ethical Trading Initiative (ETI) Base code and the International Labour Organisations conventions on fair worker treatment. All suppliers are expected to comply with the 9 key principles of the ETI Base Code:

- Employment is Freely Chosen
- Freedom of Association
- Safe and Hygienic Working Conditions
- No Child Labour
- Living Wages
- Working Hours are not Excessive
- No Unfair Discrimination
- Regular Employment Offered
- No Harsh or Inhumane Treatment

Human Rights & Labour Standards Policy: Marillo Foods Limited is committed to the principle of ethical trading and the fundamental workers' rights outlined by the International Labour Organisation (ILO) and in the Ethical Trading Initiative (ETI) code of practice.

In addition, the following company policies underpin good practice:

- Environmental Policy
- Employment Policy
- Bribery Policy
- Health & Safety Policy
- Food Safety Policy
- Sustainable Food & Farming Policy
- Tuna Supply Policy

Due Diligence Process

As part of our commitment to prevent slavery and human trafficking within our supply chain:

- All new employees are taken through a robust on-boarding process where we carry out a full induction into the company. Documentation is checked to original papers to confirm the right to work in the UK, with verified copies being held on file and the originals being retained by the employees.
- Employees are briefed on all policies and procedures adopted. They are fully aware of their employment rights and encouraged to contribute and join a healthy working environment which promotes and delivers well-being and a duty of care.

- We work closely with our supply partners to ensure they understand our values, and requirements to work only with supply partners where modern slavery and human trafficking is absent in the entire supply chain.
- We work closely with our supply partners to communicate and comply with legislative obligations. They are fully briefed on our policies and if clarification, or training is required, this would be provided.
- We have systems in place to monitor medium-to-high risk supply areas and supply partners to ensure no modern slavery or human trafficking takes place.
- Should any issues of concern arise, an immediate hold on trade would be placed whilst an investigation takes place. Only on receipt of an acceptable response, would the cease on trade be lifted.
- Compliance with the above forms part of our selection criteria for new supply partners.

Marillo Foods Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before approving as a preferred supplier and work with BRC accredited factories. We are risk adverse in our selection process and we expect suppliers to adhere with our policies and principles.

Key Performance Indicators

The effectiveness of the steps taken from systems and controls in place can be measured by:

- No adverse reports being received from supplier checks, employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified.
- Quality audit clarifies the suitability of the supply base; taking into account ethical trading considerations and verifying activities to approved company policies.
- No issues raised from a variety of internal audits carried out in line with a rolling bi-annual cycle.
- No issues raised from a robust on-going review of our current supplier base. These reviews start from the initial contact with a new supplier through to contract conclusion.
- Positive feedback and sign-off from external audits conducted each trading and financial year.
- Feedback from monthly staff meetings, employee appraisals and annual awaydays underpin the ethos and embedding of a healthy working environment and a feeling of inclusivity which actively encourages open dialogue.

Training

We conduct training for all employees to raise awareness and make sure that they understand the signs of modern slavery and what to do should they suspect that it is taking place within our food supply chain.

The Policy is clearly available on our website and would be provided to suppliers and other stakeholders on request. Any clarification and training, in relation to the requirements from those stakeholders, would also be delivered as needed.

This statement covers the period from 01 August 2023 to 31 March 2024 and has been approved by the Directors of Marillo Foods Limited.

Mark J Pritchard
Managing Director – Marillo Foods Limited