

# North South Wines Limited

## Modern Slavery and Human Trafficking Statement

### Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year April 2020 to March 2021.

The statement sets down North South Wines 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.

### Organisational structure and supply chains

North South Wines is a privately-owned business that purchases wine from across the world to sell in the UK. We operate throughout the UK with our head office in West Drayton. Current turnover is in excess of £20m and the company directly employs c. 21 people. All employees are subject to rigorous checks as to their right to work in the UK.

### Policies

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.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Discipline and Grievance policy**
- 2.3 **Bribery Act policy.**

### Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process is based on building long-standing relationships with suppliers and making clear our ethical trade expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier. We ask our suppliers to do the same throughout their own supply

chain.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Kim Wilson

Position: Managing Director

Date: 15/10/20

Signature: 