

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

At Forrest Foods we are aware of our responsibilities towards service users, employees and the local community and expect all suppliers to the company to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will
2. Equal Opportunities. We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities
3. Safeguarding. There is clear guidance so that our employees are clear on how to raise safeguarding concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain.
4. Whistleblowing. We operate a whistleblowing verbal policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain, without fear of reprisals
5. Standards of business conduct.

Our approach to procurement and our supply chain includes:

- ☑ Ensuring that our suppliers are carefully selected through our robust supplier selection criteria/processes
- ☑ Requiring that the main contractor provides details of its sub-contractor(s) to enable the Company to check their credentials
- ☑ Randomly request that the main contractor provide details of its supply chain
- ☑ Ensuring invitation to tender documents contain a clause on human rights issues

We are zero tolerant to slavery and human trafficking and thereby expect all our direct and indirect suppliers/contractors to follow suit.

Where it is verified that a subcontractor has breached the child labour laws or human trafficking, then this subcontractor will be excluded in accordance with Regulation 57 of the Public Contracts Regulations 2015. The company will require that the main contractor substitute a new subcontractor.

TRAINING

Advice and training about modern slavery and human trafficking is available to staff through our mandatory safeguarding children and adults training programmes, our safeguarding policies and procedures, and our safeguarding leads. It is also discussed at our compulsory staff induction training.

We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

RISK ASSESSMENT PROCESS

The risk assessment process for Forrest Foods is based on our commitment to operate clear equal opportunities in our organisation. We are committed to operate within the law and all managers are experienced in their role to recruit new staff within the company recruitment process.

MEASURE EFFECTIVENESS

All Directors, Managers and Supervisors are encouraged to report any suspicious activities on a day to day basis. All suspicious events will be reported to the Managing Director, who will then investigate the allegations.