



# Modern Day Slavery Statement

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This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Charles Faram & Co Ltd to prevent modern slavery and human trafficking in its business and supply chains.

## Introduction from the Managing Director

Slavery and human trafficking have no place in modern society and Charles Farm & Co Ltd are aware of its responsibilities within our industry. With the core values of integrity, respect and committed to ensure that slavery and human trafficking are not present in our business or supply chain.

## Our Business and Supply Chains

Charles Faram & Co Ltd is based in Worcestershire and employs 37 employees and has been established as merchants of hops and hop products for over 150 years. Charles Faram stocks and sells the largest range of hops in the UK, with over 100 different varieties of hops to choose from.

We are able to provide the full range of hop products, such as pellets, extracts and oils.

Our supply chain includes sourcing varietal hops globally to service the brewing industry.

## Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships, to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chain.

The company is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate their compliance with our policy and will be expected to provide evidence of compliance:

- Annually declare compliance with the policy.
- Participate in ethical trading audits / assessments.
- Respect workers human rights and comply fully with all applicable laws.
- Provide employees with good working conditions, fair treatment and reasonable rates of pay.

The Company also requires that:

- All work must be voluntary and not done under threat of penalties or sanctions.
- Workers must not pay deposits for work and employers or labour providers must not keep originals of identify documents.
- Involuntary labour is prohibited, and workers must be free to leave work at any time with all outstanding monies to be paid to them.

### Due Diligence and Audits of Suppliers and Supply Chain.

As part of initiative to identify and mitigate risk we have undertaken, or are in the process of undertaking the following action:

- Reviewing and accessing existing suppliers, and in particular their sourcing policies in key risk areas.
- Introducing contractual obligations that reflect modern slavery legislation.
- Assessing whether a formal supplier a formal supplier code of conduct would be an effective tool in area of the business where a modern slavery risk is identified.

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chain, we provide the appropriate training to relevant members of staff. Covering the following areas:

- Transparency in supply chains.
- How to assess the risk of Modern Slavery including recruitment and resourcing.
- How to identify signs of slavery and human trafficking.
- How to escalate issues where modern slavery is suspected.
- What steps the organisation would take if suppliers do not implement anti-slavery policies in high risk scenarios, including removal from the organisations supply chain.

Furthermore we will continue to raise awareness with all our employees regarding the risks of modern slavery with relevant forms of communication.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our companies slavery and human trafficking statement for the current financial year.

Paul Corbett

Managing Director

Charles Faram & Co Ltd