

**Modern Slavery Act 2015**  
**Transparency in Supply Chains**  
**Anti-Slavery Statement**

**INTRODUCTION FROM THE MANAGING DIRECTOR.**

Slavery and human trafficking remain a hidden blight on our society not only globally but also at home. We all have a responsibility to be alert to the risks directly within our business and also in the wider supply chain. All members of staff are expected to report concerns and the management team is expected to act upon them.

JOHN E FELLS & SONS LTD understands that our supply chain encompasses not only the overseas countries that we source goods and services from but also the United Kingdom.

We are active members of SEDEX, making Social and Ethical Trading requirements part of our purchasing strategy.

**ORGANISATION'S STRUCTURE**

JOHN E FELLS & SONS LTD is a UK based shipper and distributor of wines & spirits and manufacturer of alcohol and food based gifts. Turnover is in excess of £36 Million and this brings our business within the scope of Section 54 of the Modern Slavery act.

**OUR BUSINESS**

We act as Principal agents for a limited number of wine producers, handling all aspects of marketing, sales and distribution within the United Kingdom.

We also design, source and manufacture alcohol and food based gifts both within the United Kingdom and abroad.

All aspects of storage, distribution and manufacturing are outsourced to trusted third parties.

**OUR SUPPLY CHAINS**

Acting as the UK representatives of our principals we work with them to ensure that all parties are aware of the requirements of the Modern Slavery Act and the requirements of this legislation.

We are committed to work with our supply chain to ensure that there is no modern slavery or human trafficking within any part of our business. It is our commitment to act in an ethical manner with integrity throughout all our business relationships.

We acknowledge the depth and breadth of our supply base and are actively engaged with SEDEX providing ourselves and our customer's access to Supplier Self Audit Questionnaires as well as independent audits covering all aspects of social and ethical trading including anti-slavery and human trafficking.

We choose to use the SEDEX Members Ethical Trading Audit (SMETA) to meet the needs both of ourselves and of our customers.

The SMETA standard incorporates the following:

- Employment is freely chosen
- Freedom of association
- Health & safety
- Child labour
- Wages & benefits
- Working hours
- Discrimination
- Regular employment
- Sub-contacting
- Harsh and inhuman treatment
- Entitlement to work
- Environmental consideration
- Business ethics
- Community benefits

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We have a Suppliers Code of Practice on Ethical Trading, which sets out our policy on legislation, child labour, conditions of employment, wages, benefits, health & safety and the environment.

The Code of Practice has recently been updated to include our policy on human trafficking.

## **DUE DILIGENCE**

In order to reduce and mitigate risk it is important the following action is undertaken on an ongoing basis

- Identify potential risks through our supply chain
- Monitor risk areas through our supply chain
- Ensure that our principals and suppliers are aware of the risks through the supply chain and of our commitment to mitigate any risk.

## **TRAINING**

Those personnel responsible for procurement have been issued with the Modern Slavery Act Guidance document. And the Stronger Together Toolkits for Global Supply Chains and UK Businesses

## **LOOKING AHEAD AND MEASURING EFFECTIVENESS**

Over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers. This will include working through the Stronger Together Toolkits and working with our customers to meet their specific CSR requirement within this field

## Approval

This statement has been formally approved by the Directors of John E Fells & Sons Limited and signed on their behalf. This is to be updated within 6 months of the company financial year end.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year 1<sup>st</sup> January to 31<sup>st</sup> December 2021

## COMPANY APPROVAL

This statement has been presented to the board of directors of on ...22/01..... 2021

Signed



Managing Director

JOHN E FELLS & SONS LTD.

Date 22/01/2021