

Introduction

The Solstor Group is fully committed to the continuous improvement of our practises in order to combat slavery and human trafficking in our organisation and supply chain. The Board of Directors and Senior Management Team will take ownership of ensuring the implementation of requirements in accordance with the Modern Slavery Act 2015, including the provision of adequate resources and effective consultation with our stakeholders.

In line with the Government guidelines and best practise on Modern Slavery Statement, this statement is reviewed annually by the Solstor Board, will be signed by the Solstor company director responsible for Human Rights and the environment, and will be available to view on the Company's public website.

Our Business and Structure

Solstor is a family-owned organisation established in 1983 to distribute fresh produce, chilled, frozen and ambient goods throughout the UK and Europe.

Within the UK, our Head Office and main Operating Centre is located in Crayford, Kent and our transport fleet operates throughout the UK. We also operate a number of offices throughout the UK and Europe, including Belgium, Italy, Spain, Poland, Denmark and France enabling the growth of strong relationships with our customers.

The Solstor Group has an annual turnover of approximately £55 million, employing around 120 people.

Our Supply Chain

Our intent to provide exceptional service to our customers every day means we have to react promptly to consumer demands and customer requirements in order to maintain a sustainable supply chain within the UK and Europe. A complex undertaking that extends across the UK and Europe demands the cooperation of responsible operators carefully selected to be entrusted with consignments.

Our suppliers are a variety of sizes and structures from around the UK and Europe. We are committed to ensuring all suppliers within our network operate in an ethical and socially responsible manner, contributing to the international goal of supporting a sustainable and transparent supply chain.

Our Policy on Modern Slavery and Human Trafficking

We live our values of integrity, working together with passion, taking ownership of our responsibilities and seeking continuous improvement. These values define our expectations of the ethical conduct of all Solstor employees. Our aim is to foster an environment where rational employment practises and a safe workplace are available to every member of our extended family.

Solstor will maintain a consistent approach when working with suppliers; ensuring ethical trading considerations are a fundamental requirement within our supplier selection and approval processes.

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We will make sure that all employees within our business are aware of our expectations and fully understand them. Our systems, including our Whistleblowing, Disciplinary and Grievance, Equal Opportunity and Recruitment policies and practises, along with general terms of employment, will be regularly reviewed to ensure they do not encourage or enable breaches of the law.

Training

To ensure our employees are fully aware of our expectations from day one of employment, our Modern Slavery and Human Trafficking, Ethical Trade and Whistleblowing policies form a fundamental part of the induction process.

Line Managers, Senior Managers and those who authorise the supply of temporary labour are continuously coached on the importance of monitoring breaches and achieving compliance.

Due Diligence

We understand that risks can be present in all areas of society and will use a risk-based approach to ensure those areas with the greatest potential for issues are our primary focus.

All of our suppliers shall be required to confirm, to the best of their abilities, that there is no modern slavery or human trafficking within their undertakings or supply chains. If any supplier is unable to provide those assurances or are found in breach of legislative requirements, then they risk termination of our business relationship with prohibitions on future engagement.

The Solstor Group will never knowingly engage in activities with any customers or suppliers who exploit people within their environment.

Continuous Improvement

The Solstor Group steering committee was devised in 2016, the committee is responsible for identifying best practice in continuing to reduce the potential of slavery and human trafficking within our supply chain. This includes internal roles and responsibilities, the identification and management of risks in the supply chain, the collective agreement of indicators of potential issues and staff training.

Where areas for improvement are identified, recommendations to reduce the potential for slavery and human trafficking will be submitted by the steering committee to the Board of Directors in order to agree the best approach for reducing risks.

The Solstor board meeting held on 17th January 2020 approved this statement.

Signed: (Managing Director)

A handwritten signature in black ink, appearing to be 'G. Sa', is written over a horizontal line.

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