

BonCulina

Modern Slavery Statement

Introduction

BonCulina is dedicated to upholding human rights and enforcing high standards of conduct across our operations and supply chain. Recognising the importance of combating slavery and human trafficking, we are committed to identifying, preventing and addressing any such activities within our sphere of influence. Our comprehensive strategy, developed in 2020 and enacted in 2021, is a testament to our dedication towards corporate responsibility and ethical practice.

Organisation's Structure, Business, and Supply Chains

BonCulina operates within the food service and catering industry, providing innovative catering solutions to a diverse range of clients in a variety of sectors including business and industry, healthcare and aged care. Our global supply chain encompasses a wide array of suppliers, from food producers to equipment and service providers, each integral to delivering our high-quality service.

Policies on Slavery and Human Trafficking

Our commitment to eradicating modern slavery and human trafficking is reflected in our comprehensive policies, including:

- Anti-bribery and Corruption Policy
- Company Code of Conduct
- Human Rights and Ethical Trading Policy
- Equality and Diversity Policy
- Whistleblowing Policy

These policies underscore our zero-tolerance stance on slavery and human trafficking, establishing a framework for ethical conduct and compliance.

Due Diligence Processes

To mitigate risks related to slavery and human trafficking, BonCulina has implemented rigorous due diligence processes across our business and supply chains. This includes:

- Conducting thorough background checks and audits on suppliers to ensure compliance with our standards.
- Implementing the Self-Assessment Questionnaire (SAQ) to identify and manage labour risks.
- Working exclusively with UK Labour Providers licensed by the Gangmasters and Labour Abuse Authority (GLAA) and committed to responsible recruitment standards.

BonCulina

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Risk Assessment and Management

We recognise areas within our supply chain that are vulnerable to slavery and human trafficking. Our proactive approach involves:

- Regular risk assessments to identify potential areas of concern.
- Collaboration with suppliers to enhance transparency and compliance.
- Adoption of the Responsible Sourcing Model to integrate human rights considerations into procurement decisions.

Effectiveness and Performance Indicators

Our effectiveness in combating slavery and human trafficking is measured through:

- Compliance rates within our supply chain, as determined by audits and SAQs.
- Training completion rates among employees and management.
- Incidents reported through our whistleblowing channels and subsequent actions taken.

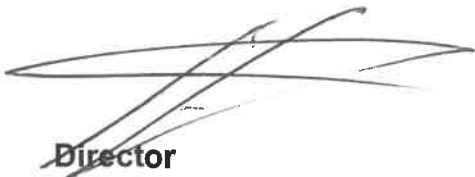
Training and Capacity Building

To empower our staff with the knowledge and tools to combat modern slavery, we offer comprehensive training on identifying and reporting indicators of slavery and human trafficking. This initiative is part of our broader engagement and wellbeing efforts, ensuring all employees are equipped to contribute to our ethical mission.

Conclusion

BonCulina's unwavering commitment to human rights and ethical business practices is central to our corporate identity. Through continuous assessment, robust policies, and an empowered workforce, we are dedicated to maintaining a business free from slavery and human trafficking.

Andrew Lone



Director

July 2024