



Modern Slavery Policy Statement

The Business

Relish School Food Ltd is a company registered in England and Wales.

It is our aim to deliver the best catering solutions to schools in the UK to all our clients.

We are a team of caterers and have developed varying levels of support models for our school partners based on the wealth of experience we have gained in the education sector.

There is no 'one size fits all' service solution for any school and that is reflected in our unique approach to each client, in our bespoke build of support within the catering department and in the delivery of Relish-Ops, our market-leading IT support system that provides kitchen and menu management, a procurement platform with stock control and a pre-order meal selection service.

We believe we are a partnership with our schools and work hard to ensure we are accepted as part of the school support team. We give our everything to ensure our clients have the confidence to make the transition and, in return, make their catering service as great as it can possibly be.

Zero Tolerance

Relish School Food recognises modern slavery is a crime that can take many forms such as: slavery, servitude, forced compulsory labour and human trafficking. The company has a zero-tolerance approach to modern slavery both within its own business and in its dealings with other organisations.

Suppliers

Relish is committed to working with its suppliers to build greater transparency within its supply chains. Relish commits itself to acting ethically and expects the same from those with whom it does business with. As part of its contracting processes the Relish requires its suppliers commit to comply with all applicable laws and regulations and Relish company policies, including as a minimum meeting the standards set out in the Relish Ethical Trading policy which include applying the principle of the E.T.I (Ethical Trading Initiative) and relevant International Labour Organisation standards and conventions.

All od Relish suppliers are expected to meet as a minimum, Relish Ethical Trading Policy. Relish address any failure by a supplier to its E.T.I (Ethical Trading Policy) on a case by case basis. Any supplier that fails to adhere to Relish standards will jeopardise their ability to continue to do business and ultimately, Relish will cease to do business with any such supplier.

Within Relish School Food

Relish has strict HR policies and standards to enshrine compliance with legislation and fundamental rights at work including: freedom of association, dignity of work and prevention of discrimination throughout employment. Relish ensures the eligibility of all its staff to work in the UK and pays the living wage to employees. All Relish policies and standards are available to staff via its notice boards and intranet.



Reporting

All Relish staff are actively encouraged to report any activity they believe to be unlawful and/or in breach of Relish policies and standards. A free, anonymous and confidential 24-hour telephone line is available to all employees, details of which are in the Relish employee handbook as well in the Relish Whistle Blowing Policy.

Responsibility Review

As part of its compliance policy, Relish regularly review its policies and processes to monitor and identify any risks with a view to ensuring transparency within its supply chains and that those who Relish do business are upholding the required legal and ethical standards. The Managing Director (through the Head of Procurement) has the ultimate responsibility for implementation of the policies including those that relate to ethical trading.

Approval

This statement has been considered and approved by the Managing Director.

A blue ink signature, appearing to read "CLARE", is written over a white rectangular box.

Clare Lovett, Managing Director

December 2020