

Modern Slavery and Human Trafficking Statement

KK Fine Foods Ltd is committed to driving acts of modern slavery from within its own business and from within supply chains. The company acknowledges its responsibility under the Modern Slavery Act 2015 to maintain transparency within the organisation and within suppliers of goods and services to the organisation. We will ensure there is no slavery or trafficking in our supply chain

KK Fine Foods is a fast moving family-built business, now part of the TerBeke Group, which develops high quality meat, fish and vegetarian meal solutions to customers in foodservice, retail and catering sectors.

Managing risks within the business

All staff employed by KK Fine Foods on a fixed term or permanent basis are subject to right to work checks in accordance with UK legislation. This is confirmed before anyone starts work. The company has an ethical policy that applies to all employees of the company. The minimum standard applied is the Ethical Trading Initiative Base Code. Due to the seasonal variations and the need for flexibility within the business it may be necessary for us to employ temporary staff. All of these staff are employed through the use of accredited employment agencies carrying out all appropriate checks on the staff they provide. These agencies are accredited under legislation managed by the Gangmasters and Labour Abuse Authority. The company also provides information to our customers through the communication of our policies and procedures on the Sedex Ethical Trading information sharing website.

Supply chain due diligence

The varied nature of business means we use a wide range of materials from around the world to support our requirements for quality, provenance, availability and price. This involves over 150 suppliers of goods and services. We have procedures in place to ensure that all of these suppliers and the supply chains connected with them conform to human rights and ethical trading standards. All suppliers to KK Fine Foods must be approved by our Technical Team using a combination of third party certification and auditing. All suppliers are expected to abide by the details of our Ethical policy and adhere to the ETI Base Code. Any suppliers breaching this requirement will be delisted.

Training and staff

All staff, whether employed directly or via agencies, are given induction training before starting work at KK Fine Foods. Permanent members of staff are issued with a copy of the company employees' handbook which includes details of the grievance procedure and the company whistleblowing policy.

Developments in the previous year

KK Fine Foods have improved communication to make sure all our employees are aware of the procedures around the TerBeke group whistleblowing procedure and the ETI base code. These details are displayed through our staff communication systems on TV screens and notice boards.

Future plans

In the year ahead KK Fine Foods will continue our activity to ensure we meet all of our obligations in this area. This will include a specific reference to the Modern Slavery Act and our procedures during induction training. A reminder will also be sent by e-mail to all current employees.

During 2023 the training and HR system will be automated to track any policy amendments and communicate as appropriate.

We will develop the procedure to confirm our suppliers have the appropriate controls in place by formalising a check as part of the supplier approval procedure.

This statement will be reviewed and reissued annually

Signed: 

Samir Edwards, Managing Director

21st December 2022

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