



## Cafédirect Modern Slavery Statement

### Purpose

[Cafédirect](#) is a pioneering impact company that has been working directly with small-scale farmer cooperatives for over 30 years to create a truly sustainable and ethical business. Cafédirect is also certified as a [B Corp](#) and a [social enterprise](#), meaning we're in business to tackle global issues. We reinvest our profits to strengthen smallholder farmers' businesses.

Our farmer cooperative partners are an entrepreneurial community who know their industry and are experts in growing coffee, but they often lack resources. We provide trade for small-scale farmers and deliver impact through our unique model: fair prices, equitable social and environmental premiums and investing in Producers Direct, a non-profit enterprise led by farmers for farmers. Our responsible growth sets an example to others about how business can be a force for positive change.

### Operations

Cafédirect is a PLC with over 4,500 multistakeholder shareholders and their interests are represented by an independent Board of Directors. Cafédirect operates from a roastery based in Meltham, a small sales office in Maidenhead and several teams working remotely. In total, Cafédirect employs 73 people.

Cafédirect PLC is the group holding company and trading entity for Cafédirect branded products.

Cafédirect Coffee Trading Company Limited is the EU trading subsidiary, established solely for the procurement of green coffee beans into outsourced EU manufacturing and distribution suppliers.

Cafédirect Roastery Limited (formerly Bewleys Tea and Coffee UK) is the trading subsidiary, based in Meltham, West Yorkshire, serving the UK out of home and foodservice markets. The site comprises of a roastery, a warehouse and office blocks. It roasts a mixture of branded and own label products. This site is also Cafédirect's Head Office, where the Senior Management Team meet regularly.

The main activities carried out by Cafédirect PLC and Cafédirect Roastery Limited are the sale of coffee and ancillary products. The labour supplied to Cafédirect Roastery Limited in pursuance of its operation is carried out in the UK.

### Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## Commitment

Cafédirect acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Cafédirect understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Cafédirect does not enter into business with any other organisation, in the UK or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Cafédirect in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Cafédirect strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

As part of our commitment to the Modern Slavery Act 2015, Cafédirect confirms that:

- Steps have been taken to eradicate modern slavery within our business through relevant policies, right to work in the UK pre-employment checks and payment to employees of at least the National Minimum Wage / National Living Wage as appropriate;
- Our suppliers pay their employees any prevailing minimum wage applicable within their country of operation;
- Cafédirect operates a zero-tolerance approach to Modern Slavery within own supply chain, including supplier due-diligence checks and mechanisms for reporting suspected instances of Modern Slavery & Human Trafficking.
- We work with independent third parties who conduct regular audits to ensure that ethical trading practices and labour rights are respected within our supply chains. These include Fairtrade, Rainforest Alliance and Organic certifications.
- As a certified B Corporation, we have provided evidence as to how we support our suppliers observe labour rights across our supply chain, including contract workers, who are offered the same benefits as full time employed members of staff.
- Cafédirect is committed to ensuring that internal processes are run with integrity and fairly.

## Monitoring & Reporting

Our commitment and approach to responsible business conduct are shown in our policies including our Gold Standard, our Ethical & Environmental Policy and Company Handbook.

We use our Sedex membership to help formalise our Human Rights and Environmental Due Diligence in line with OECD FAO Responsible Business Conduct and the United Nations' Guiding Principles for Business & Human Rights. This is partly how we monitor and mitigate supply chain risks across our key suppliers, which includes our first and second tier suppliers on a risk assessed basis. These suppliers manage coffee roasting, processing, packaging, logistics and distribution. This complements BRC / Quality assessment of those suppliers and provides actual risk assessments, common audit practices and optimised reporting for management action, remediation and communications. A number of our suppliers and key customers use Sedex already accelerating adoption and increasing leverage where issues are identified.

In addition to Sedex our Quality Control Manager, who is supported by an Operations team, require any new suppliers to agree to our Ethical and Environmental Policy, which is based on the Ethical Trading Initiative Base Code.

Where a supplier does not comply, Cafédirect is committed to working with the supplier to improve within an agreed time frame. If the conditions still do not improve, this could lead to Cafédirect ceasing to work with the supplier for which Cafédirect reserves the right to enforce in such situations.

Within the workplace, we use an external HR provider, HR Assist, to manage any employee concerns or grievances. We have an email address that employees can use to raise concerns anonymously. We also have a 'feedback/concerns' box in both kitchens that anyone can use. This is monitored by the Quality Control Manager and any serious issues are escalated to HR Assist.

As part of employee inductions, everyone is taken through our Ethical and Environmental Policy and given the Company Handbook. Both of these provide details on how to raise concerns and 'Whistle Blow' effectively and safely if ever necessary.

### Communication

Cafédirect communicates this policy to all staff, suppliers and key stakeholders.

### Governance

In addition to the Senior Management Team and the independent Board of Directors, the delivery of the Gold Standard (our responsible business framework) is overseen by a Guardian Share Company Committee, which includes our largest shareholder (Oikocredit), our remaining founder (Oxfam GB) and a representative from Cafedirect Producers Limited (CPL). This committee acts as an additional safeguarding resource, to ensure that we are managing any risks effectively.

### Review

This policy will be reviewed every 3 years to ensure its relevance and compliance with labour and environmental laws. Where required the review can take place sooner if triggered by a significant change in the law or good practice.

25<sup>th</sup> March 2024

John Steel

CEO