



IL013 Ivory & Ledoux Modern Slavery Statement

The Business

Ivory & Ledoux Limited (the "Company") is a company registered in England and Wales and operates in the food importation and supply business.

Zero tolerance

The Company recognises that modern slavery is a crime that can take many forms such as: slavery, servitude, forced and 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

The Company is committed to working with its suppliers to build greater transparency within its supply chains. The Company itself commits to acting ethically and expects the same from those with whom the Company does business. As part of its contracting process the Company requires its suppliers to comply with all applicable laws and regulations and the Company's policies, including, as a minimum, meeting the Standards set out in the Company's Ethical Trading Policy which include applying the principles of the E.T.I. (Ethical Trading Initiative) and relevant international Labour Organisation standards and conventions.

The Company, where required, conducts an appropriate level of due diligence on its suppliers.

The Company would address any failure by a supplier to meet the Company's standards on a case by case basis. Organisations that fail to meet the Company's standards may jeopardise their ability to continue business with the Company and, ultimately, the Company may cease trading with any such supplier.

Within the Company's businesses

The Company has strict HR policies and standards to enshrine compliance with legislation and fundamental rights at work including freedom of association, dignity at work and prevention of discrimination throughout employment. The Company's policies and standards are readily available to its staff through the Company's communication systems.

Reporting

The Company actively encourages its employees to report any activity they believe to be unlawful and/or a breach of the Company's policies and standards.

Responsibility/Review

The Company's Board of Directors has ultimate responsibility for implementation of the Company's policies, including those that relate to ethical trading.

The Company regularly reviews its policies and procedures with a view to ensuring transparency within its supply chains and that those with whom the Company does business are upholding the required legal and ethical standards.

Approval

This statement has been considered and approved by the Company's Board of Directors.



Boris Ben-Ari, Finance Director
19/01/2021

Amendment History

Version Number	Date	Amendments Made	By Whom
1	12/12/2016	Policy Created	Tim Davies
2	09/05/2018	Updated signature.	Victoria Lawrence
3	09/12/2019	Statement reviewed.	Cornelia Hagi
4	19/01/2021	Reviewed.	Cornelia Hagi