

# CHELMSFORD STAR CO-OPERATIVE SOCIETY LTD

## Modern Slavery Statement 2015/16

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Chelmsford Star Co-operative Society Ltd (The Society) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

### Introduction

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Society has a zero tolerance approach to any form of modern slavery. As a Co-operative, we are committed to acting ethically, with integrity and transparency in all business dealings, and to implementing effective systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our Business

The Society is an Essex based Co-operative, democratically owned and run by the members for the benefit of its members. The Society is incorporated in England under the Co-operative and Community Benefit Societies Act 2014.

The Society adheres to the International Co-operative Alliance's values and principles.

The Society predominantly trades in convenience food retail, in addition to departmental stores, travel agencies, funeral services and investment property and operates solely in the United Kingdom.

### Our Risk Areas

The food and clothing industries are both areas of risk in terms of modern day slavery. These identified risks are mitigated, to a degree, given the Society's own policies and its membership of buying groups who manage the majority of the Society's procurement and who have their own ethical trading policies in place.

### Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include;

- **Recruitment Policy**  
The Society confirms each colleague's eligibility to work in the UK to help safeguard against human trafficking or forced labour.
- **Anti-slavery Policy**  
The policy sets out the Society's stance on modern slavery and explains how colleagues can identify any instances of this and where they can go for help.

- **Equal Opportunities & Dignity at Work Policy**  
The policy sets out the Society's commitment to ensuring that colleagues work within an environment where they are treated with respect and dignity, free from harassment, discrimination, victimisation or bullying.
- **Whistle-blowing Policy**  
The policy sets out how colleagues can raise concerns regarding practices within our business or supply chain, without fear of reprisal.

**Our Suppliers**

Over 98% of our food procurement is through membership of the Federal Retail Trading Services (FRTS). We actively support the ethical buying policies of FRTS including developing fair and sustainable relationships with suppliers across its supply chain. The remainder of our food is sourced locally by verified local suppliers. We expect them to have systems in place to ensure their employees are not victims of modern slavery.

The majority of our non-food procurement is conducted through membership of the Association of Independent Stores (AIS). Procurement is managed in accordance with its ethical buying policies, which we support. In addition, any new concession agreement issued includes our expectation in relation to human rights.

**Training**

We believe in educating, training and informing our colleagues and our stakeholders in order for them to take responsibility;

- In 2017 the Society shall brief managers and colleagues about the requirements of the Modern Slavery Act, what to look out for, and how to react, if they believe modern day slavery is occurring.
- We are committed to supporting our local suppliers in understanding and fulfilling the requirements of the Modern Slavery Act.

**Our Performance Indicators**

The effectiveness of our actions will be evident if within our business or supply chain we receive no reports from colleagues, the public and suppliers, and from law enforcement agencies, of examples of modern slavery practices.

**Approval**

This statement was approved by the Board of Directors on 22<sup>nd</sup> June 2017.

President's Signature: .....  
Susan Sullivan

Dated: 22<sup>nd</sup> June 2017