



The University Caterers Organisation

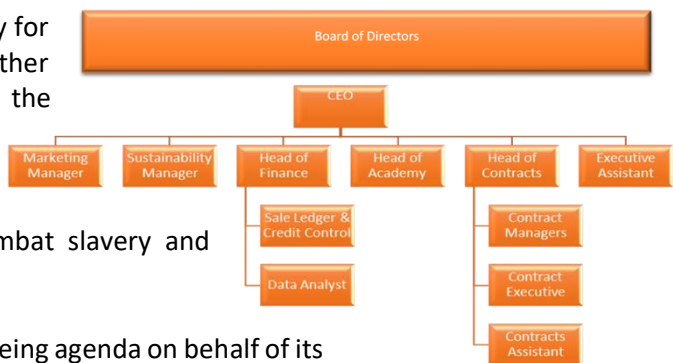
MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

Organisational structure

TUCO Ltd is the leading professional membership body for 'in house' caterers operating in the higher and further education sector. We are committed to advancing the learning and developing of catering and hospitality teams, and work to provide quality standards, advice, and information to those working in the sector. TUCO Ltd is committed to improving our practices to combat slavery and human trafficking.



TUCO Ltd is committed to driving the health and well-being agenda on behalf of its members and is at the fore of sustainability best practice.

Our supply chains



From local to Global, TUCO Ltd recognise that our activities have both positive and negative impacts on the environment. To mitigate supply chain risks, TUCO Ltd have requested copies of Modern Slavery Statements from all relevant suppliers and requested acknowledgement of the Legislation from SME's.

Following collaboration between SUPC, UoM, NWUPC, NEUPC and TUCO Ltd, we now providing suppliers with access to a free, online tool that helps them create a Sustainability Action Plan for their business. The NETpositive supplier development tool is designed to support and develop the supply chain as part of an ongoing commitment to embedding sustainability in procurement process. A key feature of the tool is the inclusion of content specifically addressing the requirements of the new Modern Slavery Act.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

- TUCO Ltd Environmental Sustainability Policy

- TUCO Ltd Sustainable Procurement Policy
- Modern Slavery and Human trafficking Statement
- Balanced Scorecard
- Responsible Process Document

Due diligence processes for slavery and human trafficking

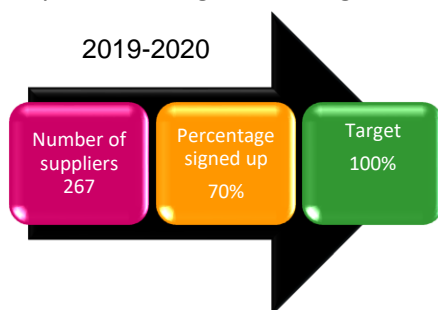
As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

The Modern Slavery Act 2015 requires organisations with a turnover of £36 million or more to produce and publish a slavery and human trafficking statement each financial year. As we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business, TUCO Ltd carry out due diligence throughout the tender process in relation to the Modern Slavery Act.



TUCO Ltd have engaged with NETpositive Futures to offer TUCO suppliers a development tool to assist them in developing and imbedding a sustainability action plan. The tool includes content that specifically addresses the requirements of the Modern Slavery Act, encouraging all suppliers, irrespective of annual turnover, to make a public commitment to act against Modern Slavery.

We have a dedicated sustainability group which consists of TUCO Ltd Board Members, employees, and members. The sustainability group is led by the TUCO Sustainability Manager. Our Category Managers complete regular contract review meetings with our Sustainability

Manager where compliance to Modern Slavery Act is reviewed and actions documented. Compliance against the MSA forms part of our Sustainable Procurement Policy and Sustainability Business Plan. The Sustainability Business Plan is reviewed regularly by our internal stakeholders, CEO and Sustainability Manager.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, relevant staff are MCIPS qualified or working towards the qualification and therefore follow the CIPS Code of Conduct. Relevant staff have completed the CIPS Ethical procurement and supply course.

TUCO Ltd CEO Mike Haslin

Signature:

Review Date: March 2023