



July 2019

Modern Slavery Statement

Introduction

Our understanding and definition of Modern Slavery and Human Trafficking is based on the definitions set out in the Modern Slavery Act 2015 and is guided by the UN Universal Declaration of Human Rights and the conventions of the International Labour Organisation (ILO) in relation to forced or compulsory labour.

The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour, Human Trafficking and slavery-like practices such as debt bondage, sale or exploitation of children and forced marriage. This all involves a person depriving another person of their liberty, in order to exploit them for personal or commercial gain. This statement has been published firstly to meet compliance with the Modern Slavery Act and to share our approach and commitment in tackling and preventing Modern Slavery offences.

Our Business

Lincoln and York are a manufacturing company supplying roasted coffee to retailers and out of home markets around the world. Our mission is to take a proactive and collaborative approach to ensuring our business and our supply chains operate ethically.

At Lincoln and York, we aim to create a better future for our colleagues and the communities that we influence. It means continuing the tradition of fair dealing that has helped us build life-long relationships and thriving communities. We are committed to providing good working conditions for its employees, in accordance with international standards, and to protecting their safety and health.

Lincoln and York are committed to fully complying with our obligations under the Modern Slavery Act. Modern slavery is an issue that is becoming increasingly visible, the company fully supports its moral and legal duties regarding this matter. Our coffee is sourced through private contracts with farmers, farming co-operatives and our long-term trading partners. Many of our suppliers are members of the quality assurance schemes SEDEX, Rainforest Alliance, UTZ, Fairtrade or Organic schemes.

The Ethical Trade Initiative (ETI) is a leading alliance of companies, trade unions and non-governmental organisations that promotes respect for workers' rights around the globe. Lincoln and York have adopted the ETI Base Code of labour practice throughout our own operations and, where possible, our supply chains. The ETI Base Code is based on the conventions of the International Labour Organisation and addresses issues like wages, hours of work, health and safety and discrimination including forced or bonded labour.

We believe that the risk of slavery, human trafficking and child labour within our own organisation is substantially mitigated by the policies, practices and training that we have in place. We will continue to improve processes to monitor compliance among our community of suppliers through third party assurance schemes.

In 2019 and 2020 we will focus on defining our values and formalising our approach in tackling the risks of Modern Slavery both within our own business and our global supply chain.

A handwritten signature in black ink that reads "J Wills". The signature is written in a cursive, slightly slanted style.

John Wills
Technical Manager