



## **Azuma Foods UK Ltd.**

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Dephna House Office 605, 2 Portal Way, Gypsy Corner, Acton London W3 6RT  
United Kingdom tel: 020 8896 7511 fax: 020 8896 7512

# **ANTI-SLAVERY POLICY 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.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Azuma Foods UK Ltd. are committed to improving our practices to control modern slavery and human trafficking.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Azuma Foods UK Ltd's modern slavery and human trafficking statement for the financial year ending December 2023.**

### **Organisational Structure**

We are a private company providing processed food items to our agents in the U.K. and E.U.

Azuma Foods UK Ltd. Core business is to deliver high quality process food items from our group companies in Japan, China, Canada, U.S.A., Peru and Asian countries.

Our business, including our supply chains, is primarily carried out internationally including the UK and the EU. We have an office in London. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, agents, contractors, external consultants, third-party representatives and business partners.

### **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. Our Anti-Slavery Policy reflects 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. We appreciate that these are initial steps and commit to improving our systems and instigating a training awareness programme for our most relevant staff.

### **Due diligence processes**

We have:

- Made our staff aware of the Modern Slavery Act, including its definitions of slavery and human trafficking;
- Told staff what to do if they suspect a case of slavery or human trafficking;
- Made arrangements to contact suppliers and partners in potentially higher risk categories to check what assurance arrangements they have in place;
- Commenced a revision of our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and compliance with the legislation;



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- We operate a whistle-blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals;
- **Recruitment Policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK Checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistle blowers.

### **Breaches of this policy**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

### **Future steps**

Throughout 2023, Azuma Foods UK Ltd. will continue to monitor the risk of slavery and human trafficking in its supply chains and its own business, and we will act and report accordingly.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31/12/23.

Ichiro Sugawara  
Azuma Foods s UK Ltd. 2023