

Introduction

PAUL UK Ltd is committed to ensuring that modern slavery or human trafficking is not part of our business or our supply chain. Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

This Anti-slavery Policy Statement reflects our commitment to understanding all potential modern slavery risks related to our business and to acting ethically and with integrity in all our business relationships.

As part of the Hospitality/Retail sectors, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking. We take this responsibility seriously and will not support or deal with any business knowingly involved in slavery or human trafficking.

Organisational structure and supply chains

PAUL UK Ltd is a Limited Company running shops and restaurants in the UK. We receive supply of produce, equipment and goods from within the UK and Europe. These, as well as the suppliers of services, make up the supply chains within PAUL UK Ltd.

As part of our due diligence processes preventing slavery and human trafficking, the supplier approval process will incorporate a review of controls, undertaken by the supplier. Imported produce, goods and equipment from outside the UK and EU are potentially more at risk of slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

Recruitment and Training practices

At PAUL UK Ltd we use only specified, reputable employment agencies to source labour and always verify the practices of any new agency we use before accepting workers from that agency.

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 majority of the workers we employ are on our payroll and we are therefore responsible for their day to day supervision. All members of our staff responsible for the recruitment and day to day supervision of our employees have been fully briefed on this policy.

Raising Awareness

We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, PAUL UK. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

We have raised awareness of modern slavery issues by putting up posters across all our premises and circulating emails to staff.

The posters and emails explain to staff;

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

This policy has been approved by our Board of Directors, who will review and update it annually.