



## **Napier Catering Ltd**

### **Modern Slavery and Human Trafficking Statement**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Napier Catering Ltd has taken, and continues to take, to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.

#### **1. Our Business**

Napier Catering Ltd is an established catering company with over 20 years' experience delivering bespoke events, including weddings, corporate functions, and private occasions. We work with a consistent, trusted team and a carefully selected network of local and regional suppliers. Our operations are based in the United Kingdom.

Given the nature of our work — including food sourcing, event staffing, and logistics — we recognise the importance of understanding and managing the risk of modern slavery across all aspects of our business.

#### **2. Our Policies in Relation to Modern Slavery**

Napier Catering Ltd is committed to acting ethically and with integrity in all our business relationships. We have a zero-tolerance approach to modern slavery and human trafficking in any form, whether within our own operations or our supply chain.

Our approach is supported by the following internal commitments:

- We recruit staff transparently and fairly, using lawful employment practices in full compliance with UK employment law.
- We pay all staff at least the National Living Wage and comply with all relevant wage and working time legislation.
- We do not use zero-hours contracts in a way that creates dependency or vulnerability in our workforce.
- We take steps to verify the right to work in the UK for all employees and workers engaged by us.
- We do not engage with or knowingly use any labour provider or agency that does not uphold equivalent employment standards.

#### **3. Our Supply Chain**

We work closely with a small number of trusted, local, and regional suppliers, including independent butchers, fishmongers, and produce growers. The close and long-standing nature of these relationships allows us to maintain visibility over how our suppliers operate.

We take the following steps to reduce the risk of modern slavery within our supply chain:

- We prefer to source from suppliers with whom we have a direct, established relationship and a clear understanding of their workforce and practices.
- We prioritise UK-based suppliers, which reduces exposure to higher-risk international supply chains.
- Where we engage new suppliers, we take reasonable steps to understand their sourcing practices and employment conditions before entering into a relationship.
- We do not knowingly work with any supplier, contractor, or business that uses forced labour, child labour, or any other form of modern slavery.

#### **4. Due Diligence**

Napier Catering Ltd takes a proportionate, risk-based approach to due diligence. As a small business, our supply chain is intentionally limited and local. This structure means we are well-placed to identify and respond to any concerns.

Our due diligence approach includes:

- Regular communication with key suppliers to maintain awareness of their workforce practices.
- Reviewing our supplier relationships periodically to confirm continued alignment with our ethical standards.
- Taking immediate steps to investigate and, where necessary, terminate any supplier relationship where concerns about modern slavery are raised.

#### **5. Risk Assessment**

We have considered the nature of our business and supply chain in the context of modern slavery risk. We assess our overall risk as low, based on the following factors:

- The majority of our workforce are directly employed or engaged on a consistent, known basis.
- Our supply chain is predominantly UK-based, short, and built on long-standing relationships with known independent suppliers.
- We do not operate in sectors or geographies commonly associated with elevated modern slavery risk.

We will continue to review our risk assessment as our business develops and as guidance from the Home Office and sector bodies is updated.

#### **6. Training and Awareness**

We are committed to ensuring that all members of our team understand the risks associated with modern slavery and know how to raise a concern. Our approach includes:

- Making this statement available to all staff and ensuring they are aware of its contents.

- Ensuring that managers and those involved in procurement are aware of the signs of modern slavery and human trafficking.
- Encouraging an open culture where any concerns can be raised without fear of reprisal.

Any member of staff who suspects modern slavery in any part of our business or supply chain is encouraged to report it immediately to the Managing Director. Concerns can also be reported to the Modern Slavery Helpline on 08000 121 700.

### **7. Key Performance Indicators**

To measure the effectiveness of our approach, we will monitor the following on an annual basis:

- Number of concerns raised internally in relation to modern slavery.
- Number of supplier relationships reviewed for compliance with this statement.
- Any changes made to our policies or supply chain as a result of due diligence activity.

### **8. Approval and Review**

This statement has been approved by the Board of Directors of Napier Catering Ltd and will be reviewed annually. It applies to the financial year ending 2026.

Signed on behalf of Napier Catering Ltd:

(signature)	.....
(print name)	Claire Cooke
(position)	Director
(date)	April 2026

For further information see Claire Cooke, Managing Director.

Copies of this policy are available in the office or by email or post on request.