



# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## 2020/2021

Garrets International are a business with offices in UK, Denmark, Singapore and Philippines and are the leading provision and stores management partner to ship owners and ship management companies. Today we serve more than 1,900 vessels worldwide. We work on the basis of long term partnerships with customers and suppliers alike and have a strong network of fully audited suppliers who are continuously monitored to ensure that we can offer the best quality at the most competitive prices.

As part of the Wrist Group of companies, Garrets International have taken steps to comply with the requirements of the Modern Slavery Act 2015.

The business has a number of global policies in place to ensure ethical trading and these include a published set of business principles, comprehensive supplier contracts including terms and conditions that cover Anti-Corruption Policies all of which embrace the best elements of good practice in complying with the law and ensuring that the business does not violate human rights. Through regular monitoring and the annual employee certification process, the Wrist Group require officers of the company and Directors to acknowledge compliance with these requirements. These policies can be found on the Wrist website.

The guiding principles of Wrist Ship Supply commit the business to compliance with all applicable laws and this includes the specific requirements of the Modern Slavery Act 2015. Respect for human rights is expressed in these arrangements and the business is firmly opposed to forced and/or compulsory labour. There is a reporting system for any potential breaches and these arrangements are regularly communicated and monitored and form part of our ISO 9001 documented processes.

In relation to the Modern Slavery Act 2015 this requires Garrets International not only to verify compliance in our own internal arrangements but also to have regard to our supply chain as part of our statutory responsibilities. It is the policy of Garrets International to ensure that effective arrangements are in place to ensure that slavery and human trafficking is not taking place in our supply chain



### SUPPLY CHAIN

**450+ APPROVED SUPPLIERS**

**115+ COUNTRIES**

**FROZEN, CHILLED, AMBIENT, FRUIT & VEG, NON-FOOD & BONDED GOODS**

**RESPECT FOR HUMAN AND LABOUR RIGHTS**

**FAIR EMPLOYMENT PRACTICES**

**CONFLICTS OF INTEREST**

**ENVIRONMENT**

**ANTI-CORRUPTION**

## STEPS TAKEN

A number of steps were previously outlined in how Garrets would tackle Human Trafficking and Modern Slavery within its supply chain and business endeavors:

**SUPPLIERS:** Contract terms and conditions of supply to require compliance with the Modern Slavery Act 2015.

**SUPPLIERS:** Regular food safety audits carried out by our third part auditors NSF International include compliance checks and reporting on compliance with Garrets requirements in relation to our objectives in adhering to the Modern Slavery Act 2015

**EMPLOYEES:** During the interview and selection process the Company have regard to key indicators of human trafficking.

**EMPLOYEES:** During the company induction process the company requirements for notification on trafficking will be explained.

**SUPPLIERS AND CUSTOMERS:** In the event of a statutory breach by a supplier or customer of the Modern Slavery Act 2015 the company would seek to review its supply arrangement.

## NEXT STEPS

Garrets aims to comply with the highest standards expected in the supply of goods to the maritime industry.

In order to further Garrets commitment to the Modern Slavery Act 2015, we will:

**EMPLOYEES:** Utilizing team briefings, individual meetings and written communications as a means to remind employees of raising concerns over human rights, including slavery and trafficking.

“This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved by the Garrets board. This constitutes Garrets slavery and human trafficking statement for Garrets financial year ending 31<sup>st</sup> December 2020”



Neil Donaldson

Operations Director