Our commitment to the principles of the Modern Slavery Act2015

Inalca Food & Beverage S.r.l. with registered office at Castelnuovo Rangone (MO) Via della Pace 6/C is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Inalca Food & Beverage S.r.l. is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

Inalca Food & Beverage S.r.l. recruitment processes and personnel management are designed to ensure that all prospective employees and employees are legally entitled to work in the EU and to safeguard employees from any abuse or coercion once in our employment.

Inalca Food & Beverage S.r.l. maintains the following policies which are (some of them) accessible to all staff via the Inalca Food & Beverage S.r.l. intranet.

- Code of Ethic /Ethics Policy, including Harassment & Discrimination Policy (on Inalca Food & Beverage S.r.l. web site).
- Whistleblowing policy.
- Recruitment and Selection policy.

Our supply chain

Our supply chain is limited and we procure goods and services from a restricted range of UK and overseas suppliers and so do they are requested to have compliance and implementation of anti- Slavery & Human Trafficking for supplies and services in UK for guarding against modern slaveryin their own and related supply chains.

Embedding the principles

Inalca Food & Beverage S.r.l., through the above mentioned documents and policies, has carried out the following activities.

- Made staff aware of the Code of Ethics content and informed them of the appropriate actions to take if they suspect a case of slavery or human trafficking (Whistleblowing Policy).
- Ensured that consideration of the modern slavery risks and prevention are in Inalca Food & Beverage S.r.l. policy review.
- Inalca Food & Beverage S.r.l. and its supply chain partners procurement for UK supplies comply withreferences to anti-modern slavery and human trafficking.
- Delivered training sessions to staff procuring goods and services.
- Ensured ongoing engagement and communication between equality and diversity leads, our procurement team and the wider organization.

Inalca Food & Beverage S.r.l. is committed to pursue what follows:

- to continue to develop a staff awareness strategy for the Modern Slavery Act 2015 and reporting mechanisms (Whistleblowing policy) if a case of slavery or human trafficking issuspected.
- to keep measures (included in the Code of Ethics) to evidence Inalca Food & Beverage S.r.l..commitment to the principles of the Modern Slavery Act 2015.

This statement has been approved by Inalca Food & Beverage S.r.l. General Counsel.