



PROCLIVITY
YOUR NATURAL INCLINATION

INFUSING JOY IN EVERY BITE.

www.proclivity.uk

Ethical Trading

Proclivity Ltd. commitment to ethical and responsible sourcing is ongoing and we work with suppliers to ensure they continuously improve in this area

As a responsible restaurant chain, we are committed to ensuring that our supply chain and within our own operations, we take a robust stance in the prevention of slavery and human trafficking. We continue to work with our suppliers to strengthen our supply chain due diligence in social, environmental and ethical standards whilst recognising that many may need practical help and support in implementing these.

Proclivity Ltd Modern Slavery statement sets out the steps we have taken in understanding all potential risks, ensuring that these are addressed to support our objective of zero tolerance to slavery and human trafficking in all our business activities both in the UK and overseas.

Our aim is to build best practice supply chain assurance that is resilient to any potential risks and supports us to be vigilant in all parts of our business. To this end, we require our direct suppliers to work closely with all their supply chain partners including raw material producers, distributors, wholesalers and agents to meet this aim.

Policies

Ethical Trading

All direct suppliers and their supply chain partners must comply with all EU and UK legislation relating to ethical trading and worker welfare as a minimum. These include the following:

- The Data Protection Act 1998
- The Foreign Corrupt Practices Act 1977
- The Proceeds of Crime Act 2002
- United Nations (UN) Universal Declaration of Human Rights
- The International Labour Organisation (ILO)
- The Ethical Trading Initiative (ETI) whose Base Code is drawn from the scope and standards defined by the UN and ILO;
- Where applicable i.e. companies that have a turnover of £36 million or more, they should also demonstrate their own compliance with the Modern Slavery Act 2015

In addition to this, Proclivity Ltd sets out company policies and practices to ensure our business and supply chain practices are free from slavery and human trafficking far as possible.



PROCLIVITY
YOUR NATURAL INCLINATION

INFUSING JOY IN EVERY BITE.

www.proclivity.uk

Our policy covers 14 key principles that reflect those in the ETI Base Code including: prohibition of slavery and human trafficking, safe and hygienic working conditions and payment of a fair wage. All direct suppliers are required to show compliance with this Policy and to provide evidence of continuous improvement in worker welfare.

Suppliers must have their own Codes of Conduct, ethical trading policies and management systems to demonstrate their approach to prevent modern slavery and human trafficking.

Monitoring and Reporting

Proclivity Ltd. will continue to work with our suppliers to share responsibility with them on modern slavery and worker welfare issues in our supply chain. Day to day responsibility for monitoring of suppliers' audits and self-assessments lies with our Managers together with quarterly reviews which are conducted on overall progress and compliance of our policies.

Proclivity Ltd. will endeavour to raise awareness across our supplier base, particularly new suppliers, about the Modern Slavery Act and their compliance requirements.

We will request that our suppliers confirm their own compliance to the Modern Slavery Act and their cooperation if any slavery and human trafficking incidents are found in their supply chains

We will provide training where applicable to colleagues to raise awareness to Modern Slavery as part of their sourcing responsibilities.