



IL 013 Ivory & Ledoux Modern Slavery and Human Trafficking Statement

Organisational structure and supply chains

Ivory & Ledoux Limited (the “Company”) is a company registered in England and Wales and operates in the food importation and supply business. Our suppliers are some of the largest based food manufacturers who can meet our demand.

The Company is committed to working with its suppliers to build greater transparency within its supply chains. The Company itself commits to acting ethically and expects the same from those with whom the Company does business. As part of its contracting process, the Company requires its suppliers to comply with all applicable laws and regulations and the Company’s policies, including, as a minimum, meeting the Standards set out in the Company’s Ethical Trading Policy. This includes applying the principles of the E.T.I. (Ethical Trading Initiative) and relevant international Labour Organisation standards and conventions. As a SEDEX member, the Company takes pride in fostering connections with members of its supply chain all over the world. It recognises that all businesses each have a role in combating the use of forced labour. As a result, the different organisations that the Company engages in business with share this core belief.

Policies in relation to slavery and human trafficking

This statement explicitly addresses our position in relation to modern slavery and human trafficking. Moreover, our policies and procedures ensure that we are conducting business in an ethical and transparent manner. This includes an ethical trading policy which is available to all staff.

The Company recognises that modern slavery is a crime that can take many forms such as: slavery, servitude, forced and compulsory labour and human trafficking. The company has a zero-tolerance approach to modern slavery, both within its own business and in its dealings with other organisations.

Due diligence processes & risk assessment/management

We must ensure activities that we undertake as a company and actions of others within our supply chain are compliant to the requirements stated in the regulations regarding slavery, servitude, forced or compulsory labour, and human trafficking. As part as our QMS, Ivory and Ledoux approves suppliers based on a published set of requirements.

The Company would address any failure by a supplier to meet the Company’s standards on a case-by-case basis. Organisations that fail to meet the Company’s standards may jeopardise their ability to continue business with the Company and, ultimately, the Company may cease trading with any such supplier.

Key performance indicators to measure effectiveness of steps being taken.

The Company uses key performance indicators to evaluate how effective its actions are. This includes monitoring recruitment and payroll systems by external HR auditing; compliance of all suppliers to the requirements stated in the regulations regarding slavery, servitude, forced or compulsory labour, and



human trafficking; number of supplying sites that hold SEDEX/BSCI membership; number of supplying sites that have undergone a SMETA audit or SAQ.

All supplying sites are required to sign our Ethical Trading Policy, outlining the ethical responsibilities they are expected to adhere to when they conduct business with us.

The Company actively encourages its employees to report any activity they believe to be unlawful and/or a breach of the Company's policies and standards.

Management commitment and training

Ivory and Ledoux has fifteen employees working at its London Bridge office. No temporary or seasonal labour is employed. The wellbeing of staff is paramount.

Ivory and Ledoux's senior management are committed to staff training to be undertaken to understand Trafficking, Exploitation and Modern Slavery.

Increasing staff awareness and understanding of modern slavery plays a fundamental role on this subject. Briefings and notices of how to identify and report concerns of suspected modern slavery are done on regular basis.

The Company has strict HR policies and standards to enshrine compliance with legislation and fundamental rights at work including freedom of association, dignity at work and prevention of discrimination throughout employment. The Company's policies and standards are readily available to its staff through the Company's communication systems.

Future steps

The Company wishes to further collaborate with supplying sites to ensure they are improving their adherence to Modern Slavery framework. The Company will also encourage more of its partners to engage with SEDEX membership and undergo SMETA audits.

Approval

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and relates to the period 01/10/2024 to 30/09/2025. It was approved by the Board of Directors on 05/03/2025.

A handwritten signature in blue ink, appearing to read 'Boris Ben-Ari', is written over a faint, light blue circular stamp or watermark.

Boris Ben-Ari, Finance Director

05/03/2025



Amendment History

Version Number	Date	Amendments Made	By Whom
1	12/12/2016	Policy Created	Tim Davies
2	09/05/2018	Updated signature.	Victoria Lawrence
3	09/12/2019	Statement reviewed.	Cornelia Hagi
4	19/01/2021	Reviewed.	Cornelia Hagi
5	24/03/2022	Reviewed.	Cornelia Hagi
6	05/12/2022	Added due diligence and key performance indicators.	Cornelia Hagi
7	05/03/2024	Reviewed the statement and amended approval dates.	Cornelia Hagi
8	05/03/2025	Added future steps and updated KPIs.	Cornelia Hagi