



Anti-slavery and Human Trafficking Transparency Statement

Statement of intent

Tovali is fully committed to taking all reasonable steps to prevent the exploitation and abuse of men, women and children at all stages within our supply chain in full support and compliance with the provisions of the Modern Slavery Act 2015.

To enable and ensure this, we will:

- ✓ As far as possible ensure that no slavery or forced labour is used in any part of our supply chain, by seeking confirmation from our suppliers and asking them to send on copies of the implemented policies in relation to modern slavery legislation.

Our supply chains

The Company's main business is derived from the purchase of raw material and ingredients involved in the manufacture and production of fruit drinks. The majority of the suppliers are based in the United Kingdom, which are regulated by UK legislation in terms of acceptable working condition, adequate Health and Safety procedures, Working Time Regulations and in compliance with Human Right legislation. In the main we purchase raw ingredients through brokers based in the UK, whose suppliers may be based outside the UK or the EU, and may include the following countries:-

Spain Italy Germany Turkey Israel China Brazil
Argentina Bolivia Uruguay South Africa Mexico Austria

Our Policy

Modern slavery is a crime resulting in the abuse of the human rights of vulnerable workers taking various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. We have zero-tolerance approach to modern slavery and are committed to acting ethically, with integrity and transparency in all of our business relationships, and to implementing/enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either our own business or in our supply chains, consistent with our obligations under the Modern Slavery Act 2015.

We are a family run Company based on one site and are proud of the conditions that we provide our 10 employees. Our employees are currently paid at a rate equivalent to, or higher than that of the National Living Wage and their contracts and hours of work are in accordance with the provisions of the Working Time Regulations.

We also expect the same high standards from all of our suppliers to ensure that slavery and human trafficking does not exist in any part of our business or supply chains, by assessing current measures and by determining any further measures that may be required. In line with this, we have implemented our anti-slavery and human trafficking policy, supported by all our other procedures and policies, such as recruitment, procurement and whistleblowing.

Our whistleblowing policy supports the Modern Slavery Act by encouraging staff to report suspected breaches of our policies in the knowledge that their concerns will be taken seriously and investigated as appropriate.

We are committed to conducting our business with honesty and integrity, and we expect all staff to maintain high standards. However, all organisations face the risk of unknowingly harbouring illegal or unethical conduct, so a culture of openness and accountability is essential in order to prevent such situations occurring or to address them when they do occur.

Due Diligence processes

Tovali undertakes due diligence when considering taking on new suppliers, and reviews its existing suppliers. Tovali's due diligence and reviews include:

- ✓ Reviewing the modern slavery and human trafficking policies of each new supplier;
- ✓ Undertaking due diligence checks with respect to slavery and human trafficking in the selection of their suppliers;
- ✓ Ensure the commitment of Senior Management to the significance of the Modern Slavery Act 2015;

Risk

Our due diligence process focuses on suppliers in high risk areas and countries that have lower social and environmental standards than in the UK. If any irrevocable failing is identified, where possible the supplier-customer relationship will be terminated.

We also take a number of steps to mitigate the risk of modern slavery occurring in our own operations:

- ✓ We provide training to our purchasing staff and those who are responsible for the management of our supply chain to ensure a high level of understanding of the risks in our supply chains and within our organisation.
- ✓ Right to work checks are completed for all employees upon commencement of their employment with us.
- ✓ Whistleblowing – we protect whistle-blowers by providing a clear and confidential reporting line for the disclosure of any breaches of our policies, safe working procedures or legislation. Any concerns will be fully investigated by the Whistleblowing Officer and acted upon accordingly.

External support :-

- ✓ Modern Slavery Helpline 08000 121 700 – [modernslaveryhelpline.org](https://www.modernslaveryhelpline.org)
- ✓ Gangmasters and Labour Abuse Authority - www.gla.gov.uk

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Tovali Limited Slavery and Human Trafficking statement for the current financial year, and will be reviewed annually.

Signed on behalf of the Board of Directors

Eurwyn Harries
Managing Director

January 2024