

NINE ACRES Modern Slavery Statement

Statement for 2019/2020

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that NINE ACRES has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery within the business or our supply chain.

Our business

NINE ACRES is a retailer, operating online operations in a London hub and via market stalls across London and the South East. NINE ACRES specialised in Vegan, Organic, Free From & Fair Trade food and non food products.

All staff receive the same gross hourly pay based on their position, which is at least London living wage, this applies even if an employee works outside of London.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Our recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing. All new starters are issued with an induction pack stating that 'whistleblowing' (as defined by the Public Interest (Disclosure) Act 1998) will not be deemed a 'Serious breach of Confidence' under the terms of our Disciplinary and Dismissal procedures.
3. Buying Policy
4. Code of business conduct. NINE ACRES is committed to compliance with the Ethical Trading Initiative Base Code which consists of the following criteria:
5. Employment is freely chosen
6. Freedom of association and the right to collective bargaining are respected



7. Working conditions are safe and hygienic
8. Child labour shall not be used
9. Living wages are paid
10. Working hours are not excessive
11. No discrimination is practised
12. Regular employment is provided
13. No harsh or inhumane treatment is allowed

Our suppliers

NINE ACRES operates a product supplier policy and maintains an approved brand supplier list. All NINE ACRES product suppliers are asked to complete an ethical questionnaire. Our anti-slavery policy forms part of our agreement with brand suppliers and they are required to confirm that no part of their business operations contradict this policy.

In addition to the above we require NINE ACRES brand suppliers to confirm that:

1. They hold their own suppliers to account over modern slavery
2. They do not employ children under the age of 15
3. They pay their employees any prevailing minimum wage applicable within their country of operations

When we have problems with the quality or practices of NINE ACRES brand suppliers we take appropriate action. This could be working more closely with them to help solve the problem, investing financially to help with training or equipment, visiting them ourselves, sending an independent auditor, or delisting the supplier.

Several of our buyers are CIPS members. CIPS have a strong position on Modern Slavery, which remains a key theme for this global organisation. Members of the team have completed online courses on understanding the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

1. No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
2. We discover no contra-indications in our due diligence checks around new and existing suppliers.
3. None of our suppliers are featured in campaigns or articles from pressure groups and publications such as The Food Empowerment Project, Ethical Consumer etc.

Approval for this statement

This statement was approved by the NINE ACRES Board.