

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2019

Version 1.0  
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## 1. Company Statement

- 1.1. Kenkko Corporation Ltd. is committed to improving our practices to combat slavery and human trafficking. We believe that by driving up transparency, modern slavery will be tackled with greater urgency.
- 1.2. This annual statement will set out Kenkko's due diligence processes, the effectiveness of measures taken to combat modern slavery and trafficking, auditing methods and communication to staff and suppliers. This statement is endorsed and signed by the Operations Director and made accessible in the company's Internal Documents System.

## 2. Our Business

- 2.1. Kenkko is an international trader of nuts, seeds and dried fruit, and provides a centralised service for the purchase thereof. We were founded over 30 years ago in response to the growing demand for these products. We have established close relationships with numerous reliable growers, processors and packers. Regular visits to origin are carried out to gather market information and control quality of products at source. The head office is based in London, the stocks are mainly in third party warehouses in Rotterdam, but we also carry stock in United Kingdom.

## 3. Our Organisational Structure

- 3.1. Our business is composed of 3 main areas: Trading, Operations and Finance. These departments are led by the Operations Director, overseeing all departments. Each department has a Line Manager. The Trading department has 6 traders (of which 2 offsite), the Operations department is staffed with 9 employees and the finance department with 1. All the onsite staff are permanent and with employment contracts.

## 4. Supply Chains and Auditing

- 4.1. Our supply chain includes sourcing food products in bulk, packaging on a global level. We are implementing BRC for Agents and Brokers which means that we have to audit these factories based on an assessment on risk for food safety. When an audit for food food safety is carried out we also do an ethical audit to make sure they confirm to our ethical standards.

## 5. Kenkko's Policies on Slavery and Human Trafficking

- 5.1. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Quality Objectives reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.
- 5.2. We are a small company all in one office. We have a director who is in charge of HR whose function is to ensure that employees complaints or disputes are dealt with promptly and, where necessary,

formally. This procedure, though non-contractual, applies to all employees with the aim of ensuring consistent and fair treatment for all in the business.

Kenkko's due diligence processes in relation to slavery and trafficking in its business and supply chain. As part of our initiative to identify and mitigate risk we have in place systems to:

- 5.2.1. Identify and assess potential risk areas in our supply chains.
- 5.2.2. Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- 5.2.3. Monitor potential risk areas in our supply chains and work towards improvement of potential risk.
- 5.2.4. Work in collaboration with our customers and act on their advice.

## **6. Supplier Adherence to our Values**

- 6.1. We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a dedicated compliance team, which consists of the *OD, SM, QFSM*.

## **7. Training**

- 7.1. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have communicated to our staff via internal communication.

## **8. Our Effectiveness in combating Slavery and Human Trafficking**

- 8.1. We submit audit data to independent third parties, Supplier Ethical Data Exchange and the SEDEX members Ethical Trade Audit to conduct externally facilitated reviews to bring insights on ways we can tackle slavery and human trafficking.
- 8.2. As part of our supplier questionnaires we have numerous question concerning the rights and benefits of the works who are employed by our suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2019.



**Orli Lang**  
Operations Director