Modern Slavery Statement

Our Business
Our business is a leading importer and distributor in the UK, offering high-quality products and delivering ambient-packed and canned food. As part of our commitment to Corporate Social Responsibility (CSR) and our Environmental, Social, and Governance (ESG) strategy, we recognise the necessity of addressing issues related to slavery and human trafficking.

In compliance with section 54 of the Modern Slavery Act 2015, we have published this statement to explain the steps we are taking to prevent slavery and human trafficking within our business and supply chains. We are fully aware of the potential impacts these issues can have on individuals, communities, and businesses, and we are committed to ensuring that our operations are free from exploitation.

Our Supply Chains
Martin Mathew & Co acknowledge our responsibilities in respect of modern slavery and human trafficking and are committed to complying with the provisions of the Modern Slavery Act 2015. We recognise that this requires an ongoing review of internal practices in relation to our labour force, as well as our supply chains.

Martin Mathew & Co does not knowingly enter into business with other organisations, in the United Kingdom or abroad, which knowingly support or are found to involve themselves in slavery, servitude, forced or compulsory labour, or abuse of power over vulnerable individuals.

We have a zero-tolerance stance to modern slavery and human trafficking within our own business, as well as the businesses of our third-party partners and suppliers. We are committed to ensuring a working environment where people's fundamental rights and freedom are respected and embraced.

Our supply chains encompass food producers, factories, distributors, and retailers within the food industry, as well as providers of essential services that support our operations, including IT, payroll, professional services, and facilities management.

Our Policies
Martin Mathew & Co is committed to high standards of governance and maintains an internal Modern Slavery policy, as well as other policies which set out our companies' broader ethical standards. These policies include:

- Corporate Social Responsibility
- Equal Opportunities
- Ethical trading policy
- Environmental, Social and Governance (ESG)

Our employees' dignity, fair treatment, health, safety and wellbeing are of the utmost importance and are demonstrated through our core values of treating customers fairly, supporting each other and being open, honest and fair in what we say and do.
We ensure that we do not employ people who are underage or who do not have the right to work in the UK. Robust Right to Work checks are completed with all potential new employees, prior to commencement of their employment.

Risk-Assessment and Due Diligence
Due to the nature of our business, we assess the risk of modern slavery and human trafficking both within our company and across our supply chain to be minimal.

When selecting new suppliers or partners, we adopt a risk-based approach in assessing the potential impact on our robust stance against modern slavery, noting that the risk will be higher where suppliers have relevant operations in emerging economies. While the risk is assessed as very low for our business, we are working to embed modern slavery and human trafficking considerations within our due diligence and contracting process, including reviewing published modern slavery statements and requesting further materials or confirmations where appropriate.

Modern Slavery and Human Trafficking training
Martin Mathew & Co is dedicated to ensuring that all employees are educated, understand and take seriously their personal responsibility for our zero-tolerance stance in respect of modern slavery and human trafficking. During the course of the last year, we have enhanced our training on modern slavery which all employees are required to complete to ensure they understand the risks of modern slavery and appreciate their role in combatting it.

We understand that modern slavery and human trafficking risks will not remain static and will continue to complete a regular review with a view to mitigating any new risks that may be identified.

Key Performance Indicators
In order for our business to assess the effectiveness of measures taken, we will evaluate the following key performance indicators:
- Completion of online employee training
- Logging and internally reporting on any modern slavery and human trafficking breaches, investigations undertaken and remedial actions taken
- Periodic review of the relevant policies and procedures that we have in place

Further Steps
Moving forward, we will continue seeking to further embed consideration of the Act within our supplier tender and contractual process, requesting further due diligence materials or confirmations where the risk is assessed to be higher.
This statement is issued in accordance with section 54(1) of the Modern Slavery Act 2015 and serves as our business's modern slavery and human trafficking statement for the year ending 30 December 2025.