

A C Georgiades LTD Modern Slavery Statement

1.Introduction

This statement will clarify the processes A C Georgiades LTD and all other associated businesses upkeep to ensure the prevention of modern slavery and human trafficking in the financial year of 2019.

A C Georgiades is fully committed to preventing any ethical issue that can arise from ourselves being in trade.

2.Organisational Structure

Established in 1998 A C Georgiades LTD is a wholesaler for soft drinks that are imported and also bought from the UK and distributed on a national scale. A C Georgiades LTD has two major distribution sites in Stevenage and head office in Morpeth, Northumberland. We currently have around 25 employees that are based at both of these depots with a few exceptions such as drivers who spend their time at both sites.

To go in further explanation on the activities of A C Georgiades LTD. We purchase soft drinks on a large scale. We use our own haulage and external logistics business to pick up the goods to bring back to our warehousing facilities to then to store and sell on to our customers distributed around the United Kingdom.

We do not sell directly to the public and only to other distributors thus us not needing a website.

The labour supplied to the organisation in pursuance of its operation is carried out in both Morpeth and Stevenage warehouses. Work is wholly carried out in the United Kingdom and is spread all over the country depending on the location of our suppliers and customers.

3.Defintions

A C Georgiades LTD considers that modern slavery encompasses:

- Human Trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being Physically constrained or to have restriction placed on freedom of movement.

4. Commitment

A C Georgiades LTD acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

A C Georgiades LTD does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

5. Supply Chain

In order to fulfil its activities, A C Georgiades LTD's main supply chains include those related to the soft drink industry across the United Kingdom, Holland and occasionally other European countries. The organisation supply chain is mostly in the United Kingdom but often we import drinks from Holland where we get products shipped into the ports across the UK.

6. Potential Exposure

A C Georgiades LTD considers its main exposure to the risk of slavery and human trafficking to exist perhaps in the importing of some of our goods into the country or transporting products around the country. Which to the knowledge of the organisation is completely unheard of and certainly unacceptable.

Due to A C Georgiades LTD only dealing with countries that have similar laws to the United Kingdom the risk of exposure to slavery and human trafficking is extremely low. However, its has taken steps to ensure that such practises do no take place in its business nor the business or any organisation that supplies goods and/or services to it.

7. Steps

A C Georgiades LTD carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery act 2015, A C Georgiades LTD has ensured that modern slavery doesn't exist by only dealing with trustworthy and legitimate suppliers and customers. Also any organisation that provides a service for A C Georgiades LTD, for example any logistics companies. To the best of A C Georgiades LTD's knowledge it only hires reliable employees after obligatory background checks such as CRB checks and strong references from former employers.

8 Key Performance Indicators

A C Georgiades LTD has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the organisation or its supply chain. Every month a general meeting takes places with members of staff to identify and resolve any issues. A C Georgiades LTD uses Peninsula which provides information and help on human resources, employment law, health & safety and employee well being services.

9. Awareness

A C Georgiades LTD are aware that the running of our business will, in many ways, affect our place of work, the community and the wider environment in which we operate.

The organisation keeps the staff fully informed of our policies and procedures and encourage them to share their ideas with on processes affecting them. Thus identifying any ethical issues before they are established.

11. Slavery Compliance Officer

A C Georgiades LTD has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed. And who will then undertake relevant action with regard to the organisations obligations in this regard.

This statement is made in pursuance of section 54(1) of the Modern Slavery Act of 2015 and will be reviewed for each financial year.

