



WESTMORLAND

Modern Slavery Statement 2019

**Summary**

The Westmorland Family is committed to preventing acts of modern slavery and human trafficking from occurring within its business and its supply chain. We expect all of our suppliers to adhere to similar high standards and to ensure that their own businesses and supply chains are free from modern slavery.

**Our Business**

Westmorland Limited is a family business that has been operating for over 40 years. We operate a number of Motorway Service Areas, Farmshops, Kitchens, a Hotel and an arts and culture, retail and family venue, the Rheged Centre.

Our business is divided as follows:

- Westmorland Limited, which operates Tebay Services, Tebay Services Hotel, Cairn Lodge Services and the Rheged Centre.
- Gloucestershire Gateway Limited, which operates Gloucester Services.
- Made By Us Limited, which produces and supplies our homemade food to our sites.

Made By Us Limited and Gloucestershire Gateway Limited are wholly owned subsidiaries of Westmorland Limited.

We directly employ around 1,300 people, all of whom are based in the UK. The group carries out all of its business in the UK.

**Our Supply Chain**

We have a large number of suppliers and our supply chains include supplies of fuel, catering supplies, clothing, a wide range of products to be sold in our Farmshops, as well as utilities, construction and maintenance suppliers.

We work closely with a large number of small suppliers and often work directly with producers. One of our key values is that we are rooted in the places in which we operate

and by working with locally based small scale suppliers we can ensure that the products that we sell are produced locally and in line with our values.

By working closely with small suppliers and producers themselves, there is a greater degree of transparency within our supply chain and by working directly with producers the risks of modern slavery within our supply chain are much reduced.

However, some of our products are sourced from sectors that have a higher risk of modern slavery, such as agriculture and fishery, food processing and clothing manufacturing. We only work with suppliers in these sectors who are equally committed to the principles of ethical trade and can ensure that their own businesses and supply chains are free from modern slavery and human trafficking.

### **Our Policies**

We have a number of policies which illustrate our approach to tackling modern slavery. These include our:

- **Supplier Code of Conduct**, which explains the standards that we expect our suppliers to adhere to when providing us with goods or services.
- **Modern Slavery Policy**, which explains our approach to combating modern slavery within our organisation and our supply chains.
- **Right to Work Policy**, which outlines our commitment to the prevention of illegal working.
- **Whistleblowing Policy**, which enables colleagues to raise concerns without fear of reprisals or detrimental treatment.

### **Due Diligence Processes**

As part of our due diligence, suppliers are required to sign up to our Supplier Code of Conduct in order to supply us with goods and services. This sets out a number of labour standards that we expect and is broadly in line with the Ethical Trading Initiative Base Code and International Labour Organization (ILO) conventions.

We reserve the right to audit our suppliers to ensure compliance with our Supplier Code of Conduct and will work with suppliers to rectify any areas of non-compliance. We also reserve the right to terminate an agreement with any supplier that does not comply with the code.

### **Training**

Our procurement team have participated in modern slavery training to help them understand the risks of modern slavery and their roles as purchasing professionals in reducing the risk of modern slavery in our business and supply chains.

## **Looking ahead**

We are constantly looking for ways to improve our procedures to help us identify risks of modern slavery within our supply chain and take steps to mitigate these risks. We will continue to do this and look for continuous improvement to ensure that modern slavery and human trafficking is not present in any of our supply chains.

## **Approval**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Westmorland Limited's slavery and human trafficking statement for the financial year ending 30<sup>th</sup> June 2019.

This statement has been approved by the board of directors.



Signed

Name: Nabil Subuh

Job title: Chief Operating Officer

Date: 10<sup>th</sup> January 2020