

## **Wasabi Modern Slavery & People trafficking statement**

This statement covers the activities of Wasabi Co Limited:

Wasabi was founded in 2003, the first UK food retailer to sell individually wrapped sushi. Led by our founder Dong Hyun Kim (a former fresh food market trader), Wasabi aims to offer our customers a fast, flavoursome and affordable eating experience.

With 45 stores across our UK Company and 5 in the USA, Wasabi has become a leading player in the food retail sector with its iconic, modern, Japanese style stores which are instantly recognisable throughout UK high streets, shopping centres and transport hubs.

Our Company has already laid the foundation for growth through our investment in a new food factory providing us with additional production and logistics capacity.

### **Our Supply Chain**

We are committed to ensuring that there is no slavery or human-trafficking in our supply chains or in any part of our business. The Wasabi supplier charter including our responsible supplier principles reflect our commitment to conducting business ethically and with integrity, with effective systems and controls to ensure that slavery and human-trafficking are not taking place anywhere across our business.

This charter, in addition, sets out our commitment to workers' rights and our expectations of our suppliers regarding issues such as pay, working hours, and child labour.

As part of sourcing products from many countries, it would be impossible for us to monitor all elements of our suppliers' supply chains or every individual involved in producing our products. Therefore, we set agreed standards with our suppliers and expect suppliers to conform within their own operations. These minimum standards apply to all suppliers across all countries and the various jurisdictions from which our products are sourced. We expect our suppliers to be fully responsible for implementing these principles and accountable for any non-compliance.

Our Supplier Charter is approved and signed by the Chief Executive of Wasabi and is applicable to all branded, own-brand, and goods not for resale (GNFR) suppliers of goods and services, in all sourcing countries.

### **Employment is Freely chosen**

Wasabi Co Ltd recruits, promotes, develops, and compensates employees based on merit-based and without regard to age, gender, disability, marital status, race, national origin, religion or sexual orientation or any other legally protected characteristics or status.

### **Freedom of Association and the right to collective bargaining are respected**

Wasabi Co Ltd do not recognise any Trade Unions at present. We do not however discourage any employees to join and be supported by any form of Trade Union if they so wish.

### **Working conditions are safe and hygienic**



The health and safety of employees is Wasabi's highest priority. In addition, we seek to ensure the safety of all third parties visiting our premises. Wasabi promotes a positive in-house health and safety culture through regular health and safety meetings, internal safety audits employee training:

- Training - all Wasabi Co Ltd employees complete the relevant Health & Food Safety training/specific training on equipment used to meet the needs the employee job role.
- Working Environment – we provide a safe working environment and support this with relevant Risk Assessments carried out on a frequent basis.
- Restroom facilities – we provide adequate sanitary facilities for all employees. In addition, we provide a designated area for breaks and food consumption in line with our employee meal policy which provides free food and refreshment throughout the employee working shifts.

### **Child Labour shall not be used**

Wasabi Co Ltd do not employ any children. We do have young workers employed, ensuring that the environment in which they work is non-hazardous.

Wasabi does participate in work experience education programmes where a strict risk assessed programme is followed within our Support Centre office environment.

### **Pay higher minimum wage**

All employees are paid higher than the current national minimum wage, regardless of age.

All employees have a copy of their contractual term and conditions of their employment with Wasabi.

### **Working hours are not excessive**

To ensure we have the employees' health and safety in mind, Wasabi follow The Working Time (Coronavirus amendment) Regulations 2020.

Systems and audits are in place to ensure we do not breach these regulations

### **No discrimination is practiced**

Wasabi Co Ltd has a diverse workforce where career development and compensation is based on merit and without regard to age, gender, disability, marital status, race, national origin, religion or sexual orientation or any other legally protected characteristics or status.

### **Regular employment is provided**

The majority of our workforce are employed on a fixed, regular contracted hours. We do have a small number of zero hours contracts for employees. Zero hours contracts are provided only when requested by the individual employee.

Wasabi has and will conduct UK right to work checks on all current and future employees.

### **No harsh or un-humane treatment is allowed**

The company is committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect. Physical abuse or the threat of physical abuse, sexual



or any forms of harassment, verbal abuse or any intimidation will not be tolerated at Wasabi in line with our Dignity at Work Policy.

### **Relevant policies**

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations

- Whistleblowing policy

We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

- Purchasing Policies & Procedures

We are committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate when requested that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. We expect our suppliers to be fully responsible for implementing these principles and accountable for any non-compliance. Serious violations of our supplier code of conduct will lead to the termination of the business relationship.

- Recruitment/Agency workers policy

We use only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

### **Continued Improvements**

Our Business is continuously striving to improve current systems and processes to ensure that we have the correct resources, understanding and tools to identify any risk and to put in place preventative measure.

To review our training programme to ensure we have awareness of Modern Slavery Act across our teams within Wasabi.

Ensure all new suppliers meet the required standard and Wasabi expectations

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015



Henry Birts

**CEO Wasabi Co Ltd**

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