



ICS Buildings • Neville Road • Bradford • West Yorkshire • BD4 8TU  
Tel 01274 301910 • Fax 01274 301911 • Email [info@icsukltd.co.uk](mailto:info@icsukltd.co.uk)

## **Modern Slavery Statement for ICS UK Holdings Limited and its subsidiaries**

This statement, made pursuant to Section 54 of the Modern Slavery Act 2015, sets out the steps ICS UK Holdings Limited has taken to address the risk of slavery and human trafficking taking place within its own operations and supply chain.

### **About our company**

ICS UK, our trading name, is a family run business and we are one of the leading Cash & Carry's and distributors of catering products and packaging throughout Yorkshire and the North West.

ICS UK is a growing business and a dynamic place to work. The company employs over 140 people who are vital and play an important part in the running and development of the business. That is why we are committed to the personal and professional development of all our employees.

### **Our Commitment**

ICS UK Holdings Limited is committed to ensuring our compliance with the Modern Slavery Act 2015 and addressing the risk of modern slavery and human trafficking in our business and our supply chains.

We strive to ensure that all employees' contracts and practices are:

- Compliant with all legislation in regards to working time directives.
- Paid in accordance with the national minimum wage standards. Our policy is to pay above this rate for many of our employees.
- Are treated equally and fairly regardless of race, colour, sexual orientation or religion.
- Have a safe and hygienic place of work that is compliant with all health and safety legislations.

Our recruitment is in line with UK legislation and proof of identity and right to work is obtained for employees before they are offered a contract of employment. Employees are only paid into a bank account that they hold in their own name. The status of our employees is continually checked and monitored.

All employees' information is kept in line with GDPR guidelines.

### **Supply Chain**

All of our suppliers are checked and visited by the directors or agents representing ICS UK Ltd, themselves prior to them being taken on as a supplier to ICS UK. Our suppliers are long standing and have been chosen as they agree with our views on anti-slavery and treatment of their employees.

### **Risk**

Due to the nature of our business and the countries that our supply chain operates in, the issue of modern slavery and human trafficking is a potential risk. The company is aware of this risk and has



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implemented procedures to ensure that this is considered. We continuously monitor these procedures to ensure that the risk is adequately managed.

### **Communications and Training**

This statement has been shared with all employees on annual basis and is incorporated in the induction pack for all new employees. Posters elaborating on the warning signs that may identify modern slavery or human trafficking are placed in positions where all employees can see them. Additionally, a confidential hotline is available for employees to share any concerns.

### **Endorsement of this Statement**

The statement is approved on behalf of the directors of ICS UK Holdings Limited which includes the trading subsidiary ICS UK Limited on 21<sup>st</sup> September 2018.

Ismail Bhamji  
Director