decadent

CATERING LTD
CATERING FOR ALL OCCASIONS

Modern Slavery & Human Trafficking Statement

Decadent Catering Ltd is committed to preventing modern slavery, forced labour, and human trafficking in all aspects of our business operations and supply chains. We recognise our responsibility to act ethically and with integrity, and to implement effective systems and controls to safeguard against modern slavery.
This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps we take to minimise the risk of modern slavery within our business and supply chains.

Our Business
Decadent Catering Ltd is a catering company providing food and hospitality services across the UK. Our activities include food preparation, event catering, corporate catering, and related hospitality services.

Our Policies
We operate the following policies that support our commitment to ethical working practices:

- Equal Opportunities Policy
- Health & Safety Policy
- Whistleblowing Policy
- Recruitment and Right to Work Procedures
- Supplier and Procurement Standards

These policies help ensure that employees, agency workers, and suppliers are treated fairly and lawfully.

Recruitment & Employment Practices
We are committed to responsible recruitment practices and ensure that:

- All employees have the legal right to work in the UK
- Employment is freely chosen and not forced
- Employees are paid at least the National Minimum Wage or National Living Wage
- No fees are charged to workers for recruitment
- Identification and employment checks are carried out in line with UK legislation

Supply Chains
Our supply chains include food suppliers, equipment providers, cleaning services, and agency staff. We take steps to ensure that:

- Suppliers are expected to comply with the Modern Slavery Act 2015
- We work with reputable suppliers and contractors
- Where possible, suppliers are asked to confirm ethical and lawful employment practices

- We reserve the right to cease trading with suppliers who fail to meet these standards

Risk Assessment & Due Diligence

While we consider the overall risk of modern slavery within our business and supply chains to be low, we remain vigilant. We:

- Assess risks when appointing new suppliers
- Monitor supplier performance and standards
- Encourage reporting of concerns relating to labour practices

Training & Awareness

We ensure that management and staff are aware of:

- The risks of modern slavery within the catering and hospitality sector
- How to identify potential indicators of exploitation
- How to report concerns safely and confidentially

Reporting Concerns

Employees, suppliers, and other stakeholders are encouraged to raise concerns without fear of retaliation. Concerns can be reported directly to management or via our whistleblowing procedures.

Review & Continuous Improvement

This statement will be reviewed annually and updated as necessary to ensure ongoing compliance and effectiveness.