

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2024-25
Loudwater Trade & Finance Ltd

1. Company Statement

- 1.1. Loudwater Trade & Finance Ltd. is committed to improving our practices to combat slavery and human trafficking. We believe that by driving up transparency, modern slavery will be tackled with greater urgency.
- 1.2. This annual report will set out Loudwater Trade & Finance Ltd due diligence processes, the effectiveness of measures taken to combat modern slavery and trafficking, auditing methods and communication to staff and suppliers. This report is endorsed and signed by the Managing Director and will be made accessible on the company's website.

2. Our business

- 2.1. Loudwater Trade & Finance Ltd is an international company that distributes and sells branded products within the UK and around the world, our range covers confectionery, household goods, toiletries and groceries and was established in 1992. The head office is based in London at 56A Crewys Road. The stocks are mainly held in third party warehouses all over the United Kingdom but we also carry stocks in the Netherlands.

3. Our organised structure

- 3.1. Our business is relatively non-hierarchical with only two levels, the directors (2) and the employees (11), all of whom are permanent and with employment contracts.

4. Supply Chains and Auditing

- 4.1 Our supply chain includes sourcing our products in bulk and packaging on a global level.

5. Loudwater Trade & Finance's policies on Slavery and Human Trafficking

- 5.1 We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Ethical Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

- 5.2 Our existing policies reflect this commitment.

- 5.2.1 The Ethical Policy shows clear commitment to ensuring that operations and supply chains are trafficking and slavery free.

- 5.2.2 We are a small company all in one office. Our Managing Director, who has overall charge of HR, ensures that employees complaints or disputes are dealt with promptly and formally where necessary. This procedure, though non-contractual, applies to all employees with the aim of ensuring consistent and fair treatment for all in the business.

6. Loudwater Trade & Finance Ltd's due diligence processes in relation to slavery and trafficking in its business and supply chain.

As part of our initiative to identify and mitigate risk we have in place systems to:-

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains

- Monitor potential risk areas in our supply chains and work towards improvement of potential risk
- Work in collaboration with our customers and act on their advice

7. Supplier Adherence to our Values

7.1 We have a zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values our Managing Director along with all employees share the responsibility.

8. Training

8.1 To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have communicated to our staff via internal communication.

9. Our Effectiveness in combating Slavery and Human Trafficking

9.1 We submit audit data to independent third parties - the SEDEX members Ethical Trade Audit, to conduct externally facilitated reviews to bring insights on ways we can tackle slavery and human trafficking.

9.2 As part of our supplier questionnaires we have questioned the suppliers concerning the rights and benefits of the staff who are employed by our suppliers.

10. Further Steps

10.1 Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following steps:

- Company Wide Communication – all staff will receive and sign a copy of the Modern Slavery Policy. Staff will be required to sign and date a form confirming their understanding of the policy set out by the Company. This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2024.

Sidney Stimler,
Managing Director,
On behalf of Loudwater Trade & Finance Ltd.