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 Unit G, Lea Road Trading Estate,
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MODERN SLAVERY POLICY 2023



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MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Blue Ice Machines Ltd, (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2023.

B) ORGANISATIONAL STRUCTURE

Blue Ice Machines Ltd, employees work in one centralised office based in Unit F & G Lea Rd Trading Estate, Waltham Abbey, EN9 1AE,

We also employ staff who work hybrid from home within the United Kingdom

Engineers are Sub – Contracted

The organisation is controlled by a board of Directors. Blue Ice Machines Ltd, are suppliers of premium catering equipment including soft ice cream, milkshake, slush and coffee machines as well as a full range of their accompanying consumables.

Blue Ice Machines supply directly to end users, as well as to chains and distributors within the Hospitality Industry, operating all year around, supplying UK and ROI.

The labour supplied to the organisations in pursuance of its operation is carried out in the United Kingdom and Ireland

DEFINITIONS

The organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

C) COMMITMENT

The organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

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No labour provided to the organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The organisation strictly adheres to the minimum standards

required in relation to its responsibilities under relevant employment legislation in United Kingdom and ROI

D) SUPPLY CHAINS

In order to fulfil its activities, the organisation's main supply chains include those related to the supply of soft ice cream / soft serve, milkshake, slush , ice cube and coffee machines in consumables in both UK and ROI via both direct sales and through third party companies, catering equipment distributors.

E) POTENTIAL EXPOSURE

The organisation considers its main exposure to the risk of slavery and human trafficking to exist lower risk due to awareness and steps taken to mitigate the risk within the supply chain.

In general, the organisation considers its exposure to slavery/human trafficking to be relatively limited and nonetheless it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

F) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the organisation as it did for others across the nation.

The organisation welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

The organisation concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Group employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

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The organisation modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times

G) STEPS

The organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;
- any actions taken to embed a zero tolerance policy towards modern slavery;
- training to Staff to raise awareness on Modern Slavery

H) KEY PERFORMANCE INDICATORS

The organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the organisation or its supply chains.

Conduct supply chain mapping exercise.

Review operating procedures.

Review management processes and documentations

Design new procurements in line with the associated risk level

Work closely and openly with suppliers and distributors to resolve an issue and change work practices if needed

I) POLICIES

The organisation has the following policies which further define its stance on modern slavery

Sub-contractor and distributors terms and conditions to ensure they are committed to eradicating slavery

Updated recruitment policy / Updated Modern slavery policy

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J) TRAINING

The organisation provides the following training to staff to effectively implement its stance on modern slavery including induction training, training on modern slavery policies.

K) SLAVERY COMPLIANCE OFFICER

The organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date: 05.01.23

Signed



Position: Managing Director