



Modern Slavery Act Statement

This statement is published in accordance with the UK's Modern Slavery Act 2015 ("the Act"). It sets out the steps taken in the financial year ending 31st March 2024 by Ellis of Richmond Limited and other relevant group companies to ensure that slavery and human trafficking do not exist in our business or supply chains.

Organisational Structure

Ellis of Richmond is a privately owned family business that imports wine from global producers and sells predominantly to customers located within the UK.

Our Policy

This is applicable to all employees of the company, which states that Ellis of Richmond takes a zero-tolerance approach to slavery and human trafficking and is committed to ensuring that there is no slavery or human trafficking in our business or supply chains. This is reflective of the company's general commitment to integrity in the conduct of our business and the requirement that all Ellis of Richmond employees perform their duties in a manner, which is legally, ethically and morally irreproachable.

Other policies, including our purchasing policies, have also been reviewed to highlight the need to consider slavery and human trafficking issues when selecting and engaging with suppliers.

These include but are not limited to;

- Modern Slavery Policy
- Ethical Trading Policy
- Whistle-blowing Policy
- Supplier onboarding Procedure
- Supplier Audit

Our recruitment processes comply with UK employment legislation, and we ensure that 'right to work' document checks and contracts of employment are in place for both permanent and temporary employees.

This statement is made pursuant to Section 54 (1) of the Act and constitutes the company's slavery and human trafficking statement. This statement has been approved by the Board of Ellis of Richmond Limited.

James Ellis
Director

July 2024