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Modern Slavery Act 2015

Modern Slavery and Human Trafficking Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Hotcakes (T/A Elite and Tin Treats) is committed to ensuring that there is no modern slavery or human trafficking occurring within our business or supply chains. Our policy reflects our commitment to use only ethical and legal business practices and to implement effective controls to ensure these practices are not taking place in our supply chains.

This statement sets out the actions that Hotcakes is taking to ensure the business complies with the Modern Slavery Act 2015. It sets out how Hotcakes Ltd is seeking to ensure that modern slavery and human trafficking is not taking place within the business or supply chains. This constitutes our slavery and human trafficking statement for the financial year ending 30th June 2020.

Organisational Structure

Hotcakes is a limited company registered in England (No 1970768) trading as Elite and Tin Treats. Elite are designers and contract manufacturers of homeware and gift ware sold wholesale in the UK and exported worldwide. Tin Treats supplies food filled giftware for wholesale mainly to the UK gift industry. Approximately 90% of the food fills used are sourced from within the UK, 10% from the Netherlands.

Hotcakes pays all permanent members of staff over and above the National Living Wage and complies with the Working Time Regulations. When recruiting we carry out checks to ensure potential staff members have the right to work in the UK, all salaries are paid directly into the employee's own bank account. On occasion in the autumn season we contract a small number of temporary staff, all temporary staff are sourced from reputable UK employment agencies.

Key Responsibilities

The Directors are responsible for ensuring Hotcakes complies with the Modern Slavery Act.

The Operations Manager has primary and day to day responsibility for implementing, monitoring and dealing with any queries on the policy.

Supply Chain Categories

We can divide our supply chain into three main pathways;

- A) Products developed and manufactured in China and subsequently shipped to our UK warehouse.
- B) Food fills manufactured in the EU (predominantly the UK) used in Tin Treats.
- C) Services and miscellaneous items sourced in the UK.

Supplier Adherence

We have a zero tolerance to slavery and human trafficking and will review our existing suppliers to ensure compliance with anti-slavery measures.

Steps taken in the financial year to end June 2020

All relevant staff have had refresher training to raise awareness of modern slavery and associated risks

We have made significant progress in ensuring all of our oversea suppliers are SEDEX registered.

Further Steps

Record and investigate any allegations made to us by staff or any suppliers.

Update the risk assessment of our supply chain.

Update any training needs.

This statement has been approved by the Director and will be reviewed annually.

Signed:



James Brierley
Managing Director of Hotcakes T/A Elite and Tin Treats
30th July 2020