

Portion Solutions

Introduction

This statement sets out Portion Solutions Limited actions to understand all potential modern slavery risks related to its business and to put in place steps to ensure there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1st March 2023 to 28th February 2024.

Organisational structure and supply chains

Portion Solutions Limited is part of the Portion Pack Group and manufactures different types of dry powdered ingredients, such as sugar, instant coffee, hot chocolate, salt, pepper, sweetener, beverage whitener, cereals, rice and savoury seasonings and different types of table sauces including tomato sauce, mayonnaise, soy sauce, brown sauce, salad cream, tartare sauce, mustard and vinegar in a variety of formats. The product range also includes packing of pharmaceuticals.

Component	Origin	Supply to PSL – direct/indirect
White and brown sugars	UK, Europe & Africa	Direct & Indirect
Other sugars	South America & UK	Indirect
Coffee	South America	Indirect
Salt	UK & Europe	Direct
Pepper	Asia	Direct
Chocolate powders	UK & EU	Direct
Sweetener	EU	Direct
Spices	EU	Direct
Cereals	UK & EU	Direct
Rice	EU, Asia	Direct
Savoury seasonings	UK	Direct
Table sauces	UK	Direct
Primary packaging	EU, UK, India	Direct & Indirect
Secondary packaging	UK	Direct
Non-food products	China, UK & Europe	Direct

We have direct relationship with most of our suppliers, which means we have greater connection to the site and possibly more influence over labour issues.

Portion Solutions also sells products produced by other Portion Pack Group companies and sourced from 3rd party suppliers to food services providers in the UK and Europe.

Portion Solutions

All raw materials are sourced from reputable suppliers, mainly from Europe – white sugar, salt, sweeteners, chili flakes. Coffees, cane sugar, some types of rice and pepper are sourced from countries lying between the Tropic of Cancer and the Tropic of Capricorn, including Mauritius, Vietnam and Colombia. We have over 80 direct suppliers from multiple countries. Three direct suppliers are from outside Europe – Vietnam, China and India.

Responsibility and relevant policies

ETI Base Code – part of Portion Solutions’ core values in relation to operating our business ethically. We also expect all our suppliers to comply to the ETI Base Code.

SEDEX – Portion Solutions is a member of Sedex which is a web-based system for suppliers to share ethical trading information with their customers and suppliers. We encourage all our suppliers to register with Sedex.

SMETA Audit – Portion Solutions completed SMETA 4 Pillar audit in February 2024.

Supplier Workplace Accountability Assessment – once a year we are subject to an assessment which promotes a unified set of global workplace standards for all workers in one of Portion Solutions’ customer supply chain.

Fairtrade certified products - Fairtrade has been shown to increase standards of living and reduce risk and vulnerability for farmers and workers as forced labour is prohibited in this standard. Fairtrade Standards encourage democratic leadership, administrative efficiency, transparent accounting and improved governance. This means that farms are well represented and trust their leadership, which makes the organisation a stronger business partner within the supply chain. This is the reason why Portion Solutions is committed to offer a Fairtrade certified range of products where possible.

We subscribe to the principles of Stonger2gether, a multi-stakeholder initiative aiming to reduce modern slavery, particularly hidden forced labour, labour trafficking within the supply chain.

Portion Solutions operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Equality policy – the organisation is committed to eliminating discrimination and encouraging diversity amongst its workforce. Our objective is to create a working environment in which there is no unlawful discrimination and all decisions are based on merit.

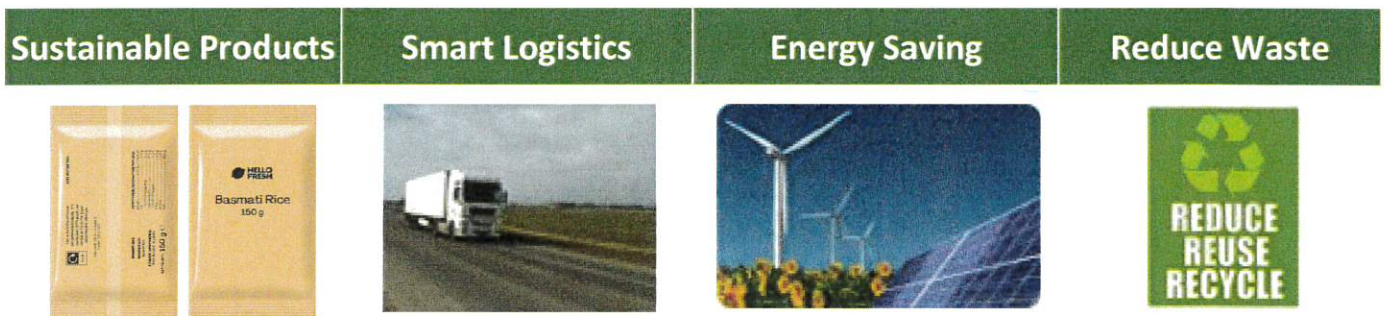
Whistleblowing procedure – the organisation encourages all employees to raise any genuine concerns they might have about certain wrongdoings with the company without fear of reprisal, to provide guidance on how to raise those concerns and to enable investigation of such concerns and deal with them appropriately.

Portion Solutions

Child Labour Remediation Policy - Portion Solutions Ltd specifically prohibits child labour, however, we recognise that risk remains and where found must be addressed.

Employee code of conduct – the organisation’s code makes clear to employees the actions and behaviour expected of them when representing the organisation.

Sustainability Plan 2024



Journey to become B Corp certified company – Portion Solutions started work towards accreditation to B Corp to meet high standards of social and environmental performance, transparency and accountability. We are also member of **WRAP**.

Current due diligence

All suppliers have to go through a supplier approval process, which includes confirmation of certification and accreditation status and completion of a supplier questionnaire. Based on this we assess and review the supply chain to consider particular product and/or geographical risk of modern slavery and human trafficking for existing and new suppliers.

Using SEDEX, SMETA audit, ETI Base Code and the Portion Solutions Ethical Trading Questionnaire, suppliers can be checked for their labour standards and compliance in tackling modern slavery and human trafficking.

The supplier audit and certification schemes provide a good basic understanding to evaluate our supply chain, but we went one step further and created supplier risk profile. This helps us to identify suppliers from higher risk areas and where we need to put more focus on obtaining information.

Where Portion Solutions identifies indicators of modern slavery in its supply chain, it will work with the relevant supplier to help implement effective measures to address the issue. If compliance with the code is suspected or proven to have been breached by any supplier, Portion Solutions reserve the right to request open and effective cooperation with verification, corrective remedial actions as well as the final option to terminate the commercial agreement.

Portion Solutions


Plan for 2024

- Just over 90% of our suppliers is already registered with Sedex and we will try encourage remaining suppliers to sign up as well.
- As part of BCorp accreditation, we have enhanced our Ethical Trading Questionnaire and we expect all our supplier to complete by the end of September 2024.

This statement was approved by the Board of Portion Solutions Limited



Nick Fox
Managing Director



Robert Thomson
Operations Director

August 2024