



KARALI GROUP

Modern Slavery Act statement for financial year 2021/2022

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Karali has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Karali has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

The Karali Group consists of the following companies: Karali Ltd, Karali Leisure Ltd, Karali Services Ltd, Teresina Ltd, Ideal Brands Ltd and Sticky Sisters Ltd. We own and operate a number of quick serve restaurants nationwide trading under the following brands: Burger King, Sticky Sisters and Café Italiano.

Supply chain

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.

As a Burger King franchisee and a major food company, we have diverse and extensive supply chains. Through our master franchise, BKUK Group Ltd; these include the sourcing and provision of various food and packaging products, as well as restaurant staff and ancillary services. We take great pride in serving safe, high quality, sustainably sourced food, with a focus on supporting UK-sourced products.

Our policy is to ensure that potential vendors and suppliers are evaluated for any modern slavery or human trafficking risks before they enter its supply chain and on an ongoing basis throughout their relationship with the business. We will terminate our business relationship with any vendor or supplier who uses involuntary labour or purchases from any subcontractor who uses involuntary labour of any kind.

We will take all allegations seriously through prompt investigation and pursue action to mitigate any identified adverse human rights impacts.

To assist management and employees who have a direct responsibility for our supply chains, we are committed to introducing awareness raising and education training for them on the importance of implementing and enforcing effective systems to ensure slavery and human trafficking is not taking place in our supply chain.

BKUK Group Ltd have initiated audits of our direct (first tier) suppliers of major products such as food, drink and high-risk non-consumables including packaging, cleaning materials and uniforms. They are also in the process of developing appropriate measures to also confirm annual compliance with the Code by first and at a later stage second tier suppliers.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy: We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy: We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Grievance policy: This policy allows any employee to raise any concerns about any aspect of their employment.
4. Harassment policy: This policy endeavours to ensure all employees are free from harassment and bullying.

Due diligence:

We are committed to identifying and managing risk by ensuring the following:

- Working with the master Burger King franchise to identify and assess potential risk areas in our supply chains.
- Working with contractors to identify and assess potential risks with all of our business partners.
- Monitor potential risk areas in our supply chains for our other brand sites.
- Protect whistle blowers and follow up on any grievances
- Completion of regular audits in all sites to ensure our policies above are followed

Our staff:

We are committed to ensuring our managers at each site conducts rigorous ID checks and that Right to Work compliance is adhered to.

The master franchise for our Burger King sites is currently developing an online training module to ensure new managers receive this training.

Our current management structure ensures that all Burger King and other brand sites are equally compliant with ID checks and Right to Work compliance thus ensuring the prevention and identification of any modern slavery practices.

As an equal-opportunities employer, Karali is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Director on 06/04/21.

Name Salim Janmohamed

Signature 

Date 06/04/21