

## Cookies on Modern slavery statement registry

We use some essential cookies to make this website work.

We'd like to set additional cookies to understand how you use Modern slavery statement registry, remember your settings and improve government services.

We also use cookies set by other sites to help us deliver content from their services.

Accept additional cookies

Reject additional cookies

[View cookies](#)



Menu ▼

Modern slavery statement  
registry

**BETA** This is a new service – your [feedback](#) will help us to improve it.

[< Back](#)

## CO-OPERATIVE GROUP LIMITED modern slavery statement summary (2022)

► [Organisation address](#)

We asked the organisation a series of questions about its modern slavery statement. Its answers are published on this page as a statement summary.

► [What is a modern slavery statement?](#)

Link to full statement

[Go to full modern slavery statement on organisation's website](#)

## PDF version of the statement (optional)

THERE IS NO PDF VERSION OF THIS STATEMENT.

PDF statements were first introduced to the registry for the 2023 statement year.

### About this statement summary

All answers relate to the financial year covered by the statement. The organisation is responsible for all the information it provided. Some of our questions are optional, so organisations may not have answered all of them. The statement summary does not replace the full modern slavery statement – below we provide a link to the full statement on the organisation's website.

## Contents

- [Statement period and sign-off details](#)
- [Recommended areas covered by the statement](#)
- [The organisation's sectors and turnover](#)
- [Number of years producing statements](#)
- [Policies](#)
- [Training](#)
- [Monitoring working conditions](#)
- [Modern slavery risks](#)
- [Finding indicators of modern slavery](#)
- [Demonstrating progress](#)

## Statement period and sign-off details

The statement covers the following period:  
3 January 2021 to 2 January 2022

The statement was signed off by:  
Steve Murrells (CEO, Co-op Group)

It was approved by the board (or equivalent management body) on:  
1 April 2022

## Recommended areas covered by the statement

Government guidance encourages organisations to cover a range of areas in their modern slavery statements, setting out the steps they're taking to address modern slavery risks in their operations and supply chains. [Read about the recommended areas in the statutory guidance.](#)

We asked the organisation to tell us which areas its statement covers.

### Areas recommended by government guidance

### Organisation's response

The organisation's structure, business and supply chains

COVERED

Policies

COVERED

Risk assessment

COVERED

Due diligence (steps to address risk)

COVERED

Training about modern slavery

COVERED

Goals and key performance indicators (KPIs) to measure the effectiveness of the organisation's actions and progress over time

COVERED

## The organisation's sectors and turnover

### Sectors

The organisation operates in the following sectors:

- Charitable / not-for-profit activities
- Consumer services, including accommodation, hospitality, tourism and leisure
- Financial, insurance and real estate activities

- Food and beverages, agriculture and fishing
- Professional and administrative services and supplies, including legal, consulting and accounting services

## Turnover

Its turnover in the financial accounting year of this statement was:

Over £500 million

If the organisation is a public body, this amount is based on the organisation's budget for the year of the statement.

► [What does 'turnover' refer to in group statements?](#)

## Number of years producing statements

The organisation has been producing modern slavery statements for the following number of years:

More than 5 years

► [How does this work for group statements?](#)

## Policies (optional)

We asked the organisation whether its policies include the following provisions in relation to its domestic and international supply chains, as well as its own operations.

Policy provisions we asked about	Organisation's response
Freedom of workers to terminate employment	INCLUDED
Freedom of movement	INCLUDED
Freedom of association	INCLUDED
Prohibits any threat of violence, harassment and intimidation	INCLUDED
Prohibits the use of worker-paid recruitment fees	INCLUDED
Prohibits compulsory overtime	INCLUDED
Prohibits child labour	INCLUDED
Prohibits discrimination	INCLUDED
Prohibits confiscation of workers' original identification documents	INCLUDED
Provides access to remedy, compensation and justice for victims of modern slavery	INCLUDED
Other	-

## Training (optional)

We asked the organisation whether it provided training on modern slavery, and who it was for.

► [What counts as training?](#)

We asked who the training was for	Organisation's response
Your whole organisation	YES
Your front line staff	NO
Human resources	NO
Executive-level staff	NO
Procurement staff	YES
Your suppliers	YES
The wider community	NO
Other	Technical, product developers, commercial and other business units were trained on modern slavery

## Monitoring working conditions (optional)

### Engaging with others

We asked the organisation to tell us who it engaged with to help monitor working conditions across its operations and supply chains.

We asked who the organisation engaged with	Organisation's response
Your suppliers	YES
Trade unions or worker representative groups	YES
Civil society organisations	YES
Professional auditors	YES
Workers within your organisation	YES
Workers within your supply chain	YES
Central or local government	YES
Law enforcement, such as police, GLAA and other local labour market inspectorates	YES

We asked who the organisation engaged with	Organisation's response
Businesses in your industry or sector	YES

## Social audits

We asked the organisation to tell us about any social audits it used to look for signs of modern slavery.

► [What are social audits?](#)

Social audits we asked about	Organisation's response
Audit conducted by your staff	NO
Third party audit arranged by your organisation	YES
Audit conducted by your supplier's staff	YES
Third party audit arranged by your supplier	YES
Announced audit	YES
Unannounced audit	YES

## Grievance mechanisms

We asked the organisation how workers in its operations or supply chains could raise concerns or make complaints.

We asked if workers could raise concerns this way	Organisation's response
Using anonymous whistleblowing services, such as a helpline or mobile phone app	YES
Through trade unions or other worker representative groups	YES

## Other ways of monitoring working conditions

We asked the organisation whether it had any other ways of monitoring working conditions across its operations and supply chains:

- Audit programme including Sedex virtual audits - Gender Sensitive Audits to understand gender discrimination
- Direct Worker reporting - Non Audit channels: media, whistleblowing

## Modern slavery risks (optional)



Identifying modern slavery risks is a vital step towards eradicating it. The government encourages organisations to be as open and transparent as possible, to improve understanding, collaboration and best practice around tackling this worldwide problem.

We asked the organisation to describe up to 3 priority risks it focused on during the period of the statement, including details of the affected workers, the activity involved, and the location.

### Priority risks for this organisation (1 of 3)

Modern Slavery & Vulnerable Workers | UK | Produce and Protein industries in the UK are mainly seasonal and attract a large number of migrant workers to low wage and unskilled work

Questions we asked about this risk	Organisation's response
------------------------------------	-------------------------

Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none"><li>• Tier 1 suppliers Provide their products and services directly to your organisation.</li><li>• Tier 2 suppliers Provide products and services to your organisation via your Tier 1 suppliers.</li><li>• Tier 3 suppliers and below Provide products and services to your organisation via your Tier 2 suppliers or the next higher level in the chain.</li></ul>
-----------------------------------	---

Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none"><li>• Women</li><li>• Migrants</li><li>• Refugees</li></ul>
----------------------------------	--

In which country	Organisation's response: <ul style="list-style-type: none"><li>• Bulgaria</li><li>• China</li><li>• United Kingdom</li><li>• Lithuania</li><li>• Poland</li><li>• Romania</li><li>• Vietnam</li></ul>
------------------	---

Actions or plans to address this risk	Organisation's response: - Regional, thematic and strategic forums to build our supplier's capacity to mitigate risk -sponsors of the Responsible Recruitment Toolkit - sponsors of Stronger Together (UK, Spain, South Africa) - Part of Unseen's Helpline Business Portal which gives us access to any reports of modern slavery - Founding member of the Modern Slavery Intelligence Network <a href="https://www.coop.co.uk/our-suppliers/ethical-trading/human-rights/identified-high-risk-areas">https://www.coop.co.uk/our-suppliers/ethical-trading/human-rights/identified-high-risk-areas</a>
---------------------------------------	---

### Priority risks for this organisation (2 of 3)

Modern Slavery | Indonesia, Thailand & Vietnam | Fish & Seafood. The Global Slavery Index estimates that there are over 2 million modern slavery victims in Indonesia, Vietnam & Thailand.

Questions we asked about this risk	Organisation's response
<b>Where it was most likely to occur</b>	<p>Organisation's response: Within your supply chains.</p> <ul style="list-style-type: none"> <li>• Tier 1 suppliers Provide their products and services directly to your organisation.</li> <li>• Tier 2 suppliers Provide products and services to your organisation via your Tier 1 suppliers.</li> <li>• Tier 3 suppliers and below Provide products and services to your organisation via your Tier 2 suppliers or the next higher level in the chain.</li> </ul>
<b>Who was it most likely to affect</b>	<p>Organisation's response:</p> <ul style="list-style-type: none"> <li>• Migrants</li> <li>• Refugees</li> </ul>
<b>In which country</b>	<p>Organisation's response:</p> <ul style="list-style-type: none"> <li>• China</li> <li>• Indonesia</li> <li>• Thailand</li> <li>• Vietnam</li> </ul>
<b>Actions or plans to address this risk</b>	<p>Organisation's response: - multi-stakeholder ILO Good Labour Practices (GLP) programme - Signatory of Environmental Justice Foundation's Charter for Transparency - Founding member and sit on the steering committee of the Seafood Ethics Action Alliance (SEA Alliance). - Participant in the Seafish Ethical Common Language Group (SECLG) - supporters of the Responsible Fishing Vessel Scheme (RFVS) - Publish supply chain information on the Oceans Disclosure Project - Industry advocacy</p>

### Priority risks for this organisation (3 of 3)

Spain | Fresh Produce. Agriculture in Spain relies on migrant and seasonal labour. Workers are economically vulnerable and often have little education or ability to speak the local language

Questions we asked about this risk	Organisation's response

Questions we asked about this risk	Organisation's response
<b>Where it was most likely to occur</b>	<p>Organisation's response: Within your supply chains.</p> <ul style="list-style-type: none"> <li>• Tier 1 suppliers Provide their products and services directly to your organisation.</li> <li>• Tier 2 suppliers Provide products and services to your organisation via your Tier 1 suppliers.</li> <li>• Tier 3 suppliers and below Provide products and services to your organisation via your Tier 2 suppliers or the next higher level in the chain.</li> </ul>
<b>Who was it most likely to affect</b>	<p>Organisation's response:</p> <ul style="list-style-type: none"> <li>• Women</li> <li>• Migrants</li> <li>• Refugees</li> </ul>
<b>In which country</b>	<p>Organisation's response:</p> <ul style="list-style-type: none"> <li>• Egypt</li> <li>• Spain</li> <li>• Morocco</li> <li>• Tunisia</li> </ul>
<b>Actions or plans to address this risk</b>	<p>Organisation's response: - Run regional events in Spain to build the capacity of local suppliers - Co-op worked collaboratively with other retailers and Stronger Together to develop a toolkit for suppliers in Spain to reduce the risk of modern slavery. - We've supported the ETI human rights due diligence pilot project on agricultural supply chains in Spain - Helped create the Spain Ethical Trade Forums for suppliers, which now has the support of 9 supermarkets and many key produce importers</p>

### Indicators of forced labour (optional)

We asked the organisation whether its statement refers to finding any International Labour Organization (ILO) indicators of forced labour.

► [What are ILO indicators of forced labour?](#)

ILO indicators we asked about	Organisation's response
Abuse of vulnerability	YES
Deception	YES
Restriction of movement	YES
Isolation	YES
Physical and sexual violence	YES



ILO indicators we asked about	Organisation's response
Intimidation and threats	YES
Retention of identity documents	YES
Withholding of wages	YES
Debt bondage	YES
Abusive working and living conditions	YES
Excessive overtime	YES
Other	-

### Actions taken in response to finding ILO indicators

We asked the organisation to tell us whether its statement refers to any actions it took after finding indicators of forced labour

Actions we asked about	Organisation's response
Financial remediation, including repayment of recruitment fees	NO
Change in policy	NO
Change in training	YES
Referring potential victims to government services	YES
Supporting victims via NGO	YES
Supporting investigations by relevant authorities	YES
Other	-

### Demonstrating progress (optional)

We asked the organisation how its statement demonstrates progress over time in addressing modern slavery risks. They provided the following answer:

We set ourselves challenging, time-bound targets to reflect our strategic goals in tackling modern slavery. We provide updates in our Statement, and for full transparency, we summarise progress against each target in a table. Overall we achieved or are on track with seven of the ten targets we set ourselves in 2021 and are close to target on a further three. We have set further targets for 2022 and beyond.

