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TILDA 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)



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MODERN SLAVERY STATEMENT 2022.pdf

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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.

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Legal requirement to publish

TILDA LIMITED has confirmed it is required to publish a 2022 statement by law.

Statement period and sign-off details

The statement covers the following period:
1 July 2021 to 30 June 2022

The statement was signed off by:
Jean-Philippe Laborde (Managing Director)

It was approved by the board (or equivalent management body) on:
16 January 2023

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

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:

- Food and beverages, agriculture and fishing

Turnover

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

Under £36 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

Policy provisions we asked about	Organisation's response
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?](#)

Organisation's response

THE ORGANISATION TOLD US IT DID NOT DID NOT PROVIDE TRAINING ON MODERN SLAVERY DURING THE PERIOD OF THE STATEMENT.

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	NO
Civil society organisations	NO
Professional auditors	NO

We asked who the organisation engaged with	Organisation's response
Workers within your organisation	YES
Workers within your supply chain	YES
Central or local government	NO
Law enforcement, such as police, GLAA and other local labour market inspectorates	YES
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	NO
Unannounced audit	NO

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	NO

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:

Organisation's response

THE ORGANISATION DID NOT ANSWER THIS QUESTION.

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.

Organisation's response

THE ORGANISATION TOLD US IT DID NOT IDENTIFY ANY MODERN SLAVERY RISKS IN ITS OPERATIONS OR SUPPLY CHAINS DURING THE PERIOD OF THE STATEMENT.

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?](#)

Organisation's response

THE ORGANISATION TOLD US ITS STATEMENT DOES NOT REFER TO FINDING ANY INTERNATIONAL LABOUR ORGANIZATION (ILO) INDICATORS OF FORCED LABOUR.

Demonstrating progress (optional)

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

In our annual statement, we update on progress monitoring suppliers via the SEDEX platform which contains a database of all suppliers who are required to complete the Self-Assessment Questionnaire and they may be physically audited as well.

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