

Matthew Algie Annual Statement

Modern Slavery Prevention in 2022 Financial Year

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps that Matthew Algie & Company Limited has taken in relation to the prevention of modern slavery during the 2022 financial year, ending 31st December 2022.

1. Organisational Structure, our Business, and our Supply Chains

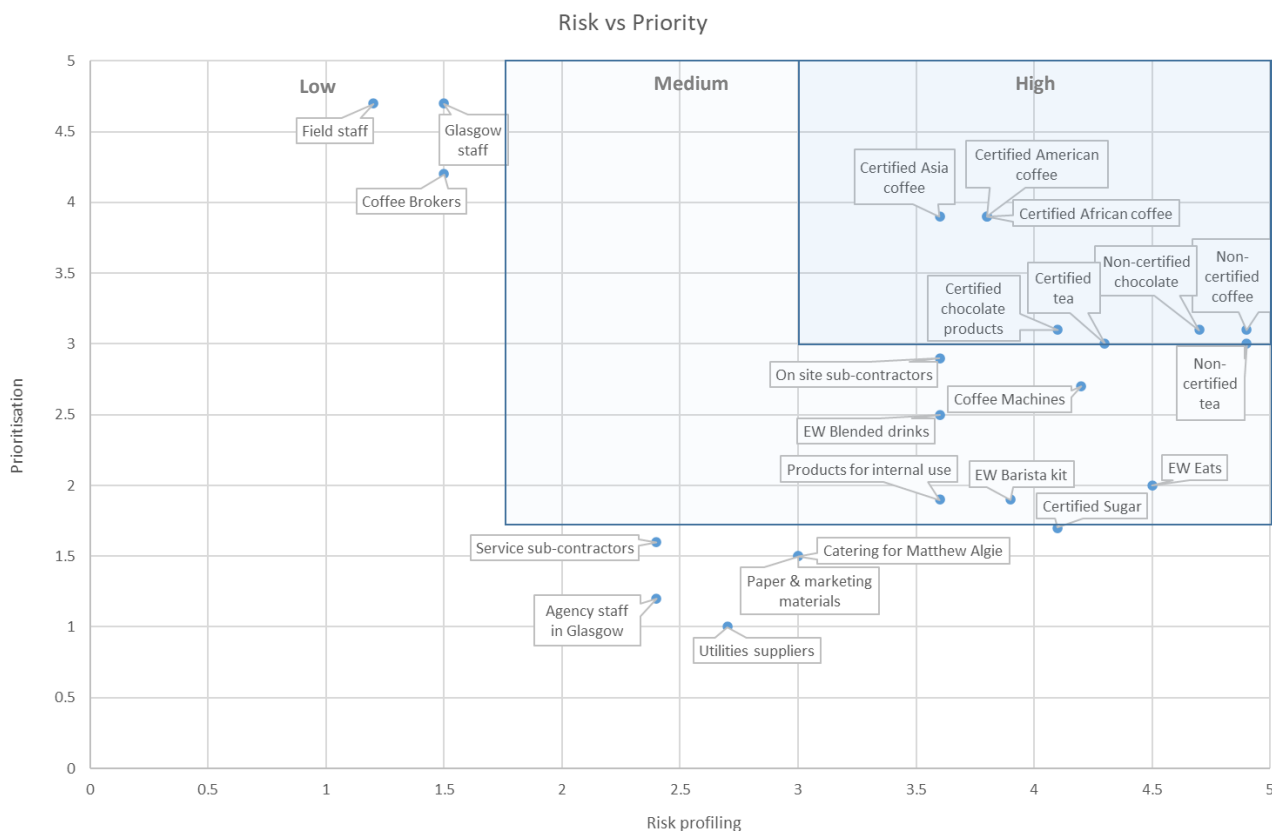
- 1.1 Matthew Algie is primarily a coffee roaster, offering fresh, sustainably sourced coffees to the catering and retail sector in the UK and Ireland. We employ over 200 people and over half of these are based at our roastery in Glasgow whilst the remainder are field based to provide regular, face-to-face contact with customers. Our customers range from cafés to restaurants to pubs and contract caterers and include both national retail chains and single-outlet independents.
- 1.2 Our founder, Matthew Algie, first started the business importing tea on the Clyde in 1864, over 150 years ago. Company strategy transitioned to focus mainly on coffee in the post-War era although we have continued to produce some own-brand tea. The business remained independently owned by the Matthew Algie family until August 2016 when Matthew Algie was acquired by the German coffee and food service business, Tchibo Coffee Service GmbH. Under this structure we have a new platform for further expansion and innovation.
- 1.3 Matthew Algie sources coffee to meet the requirements for our blends based upon quality, flavour, seasonality and sustainability. We have worked hard over the years to consolidate our supply chain and develop direct, long-term relationships with suppliers in coffee growing regions, though we buy green (unroasted) coffee through intermediary coffee traders who help facilitate the logistics and administration relating to our purchases. Our pioneering commitment to sustainability certifications complements our commitment to long-term relationships with suppliers. We were the first roaster in the UK to launch a triple certified espresso (Fairtrade, Rainforest Alliance and Organic) in 2004. In 2022, 84% of the coffee we roasted held one or more of these certifications.
- 1.4 As well as coffee, Matthew Algie offers customers a convenient one stop shop, catering to all their needs. We mainly do this by working with selected third-party suppliers to offer customers a range of machines and “everything but the coffee” via our Espresso Warehouse brand. Our Espresso Warehouse catalogue range includes teas, hot chocolate powders, flavoured syrups, delicious treats and barista kit. Our commitment to sustainability certifications is maintained in these non-coffee products, with many of the relevant supply chains, most notably for our tea and hot chocolate products, holding Fairtrade, Rainforest Alliance or organic certification.
- 1.5 The contents of this statement refer solely to steps taken by Matthew Algie & Company Limited, including the Espresso Warehouse business unit.

2. Assessment of Modern Slavery Risk in Our Business and Our Supply Chains

- 2.1 Matthew Algie holds human rights in the very highest regard and has a zero-tolerance approach to all human rights violations across the business and our supply chains.
- 2.2 We understand “modern slavery” to be when a person:
 - holds another person in slavery or servitude,
 - requires another person to perform forced or compulsory labour, or,
 - arranges or facilitates the travel of another person with a view to them being exploited (human trafficking).
- 2.3 In 2016/17 we started formally assessing the risk of modern slavery in our business and supply chains. To plan our actions effectively, we also prioritised the areas that are of greatest importance to us as a business and are within our sphere of influence. Further information on our methodology is given in our statement on Modern Slavery Prevention for the 2017 financial year.

2.4 The outcomes of our assessment for 2022 are displayed in the below matrix. The results demonstrate few changes in 2022 and confirm that we should concentrate primarily on our coffee, tea and hot chocolate supply chains. We will continue to review the risk assessment on at least an annual basis to ensure our actions remain relevant.

Mapping the Risk Profile against Priority



2.5 Throughout 2022, Arabica coffee futures prices traded at their highest levels for over 10 years, ranging between 175 cents per pound and 225 cents per pound. Although this will have led to an increase in earnings for many farmers, whether certified or not, their costs of production during the last 12 months have also risen considerably in many regions which has been particularly attributed to higher energy, labour and fertiliser costs. The impact of high costs continues to be reflected in the responses we have received to our annual supplier survey, where supplier’s average scores demonstrate that the high costs of inputs, and therefore profitability, is a key challenge. In this context, the risk of child labour in the coffee industry will have increased over the last few years, and it is particularly crucial that every stakeholder in the downstream coffee value chain plays their part in paying a fair price for the coffee that they buy.

2.6 We continue to annually review our risk assessment looking specifically at our recruitment procedure. All the risks identified here rated as either low, medium or high risk based on probable frequency and level of severity or impact. The exercise was helpful for understanding where we can control the risk of modern slavery in our recruitment process and potential areas for improvement.

3. Our Policies in Relation to Modern Slavery

3.1 The below diagram explains our existing policies and procedures which are of relevance to the prevention of modern slavery in our own operations and our supply chain.

3.2 Our 2019-20 Sustainability Report details the progress we have made against our Sustainability Plan (2017-2022). We published our update to this, our 2021-22 Sustainability Report, in April 2023. Our commitment to externally reporting on this progress provides helpful accountability and transparency with our stakeholders. Relevant key performance indicators from the Plan have been copied into Section 5 below.

Relevant Policies & Procedures

Coffee Producers	Third Party Non-Coffee Suppliers	Matthew Algie Employees
<p>Sustainability Plan (2017 - 2022) & Impact Reports</p> <p>Comprehensive plan stating our goals in the areas of sustainable sourcing of coffee and other products, investing in our employees, reducing our environmental impact and engaging with our community. Our updates on progress are also available on our website: www.matthewalgie.com/sustainability</p>		
<p>Human Rights Policy</p> <p>To make our commitments to respecting fundamental human rights explicit in the context of the issues that are most salient to our operations and supply chain relationships, we have adopted the standards set out in the Ethical Trading Initiative (ETI) Base Code, and we expect all suppliers to meet these conditions as a minimum.</p>		
<p>Prevention of Modern Slavery Policy and Modern Slavery Incident Reporting Procedure</p> <p>A policy focusing on prevention of modern slavery in our operations and supply chains. The procedure outlines the process for internal reporting and dealing with suspected and identified modern slavery and forced labour cases.</p>		
<p>Green Coffee Sourcing & Purchasing Policy</p> <p>Covers quality and sustainability requirements</p>	<p>Signed Service Level Agreement with Labour Provider</p> <p>Details responsibilities of our agency labour provider.</p>	
<p>Green Coffee Contract Traceability Code of Practice</p> <p>Requirements for all suppliers include traceability reports and supplier risk assessments</p>	<p>Supplier Quality Assurance Procedure</p> <p>Outlines requirements for our suppliers of products and services. Includes:</p> <ul style="list-style-type: none"> • Completion of our Supplier Approval Questionnaires • Compliance with our contractual terms (Conditions of Purchase) and Supplier Manual. 	<p>Policies to ensure employees are treated fairly and with respect:</p> <ul style="list-style-type: none"> • Grievance Policy & Procedure • Dignity at Work Policy • Disclosures Policy • Equal Opportunities Policy • Young Worker Policy • GDPR Data Protection Policy

4. Our Due Diligence Processes in 2021 and Assessment of their Effectiveness

4.1 Risk Mitigation Within Our Operations

- 4.1.1 Our mitigation activities with respect to our own operations remains consistent with our approach in previous years. We have clearly defined roles and responsibilities, relevant and up-to-date policies and procedures, service level agreements with our temporary labour providers which they are audited against, and we provide relevant training to our employees. For more information, please refer to our previous annual statements.
- 4.1.2 The training that has been undertaken in 2021 to further improve the capabilities of our employees includes:
- The introduction of our e-learning platform, Engage in Learning, trains all employees via 11 modules which cover a variety of topics. There is a Modern Slavery module which trains all employees on how to spot and report signs of modern slavery so that Matthew Algie can fulfil a positive role in preventing this illegal and morally unacceptable practice. As of 1st January 2022, 63% of Matthew Algie users have completed the Modern Slavery course.
 - Refresher training in *Human Rights* for 27 of a cohort of 35 people managers completed the training in 2022. The training module is aimed to improve attendees understanding of modern slavery and what they as individuals can do to help prevent modern slavery and identify potential cases.
 - Our internal training module in *Prevention of Modern Slavery in Supply Chains* focuses on employees in roles relating to Purchasing, Technical/Quality Assurance and New Product Development who are directly in contact with third-party suppliers. Refresher training for 33 of a cohort of 40 relevant colleagues completed the training in 2022. The

training equips employees to understand the role they can play in risk mitigation in our supply chains, and to be able to identify and deal with potential cases of modern slavery.

- 4.1.3 As noted above, we conducted our annual review of the risk of modern slavery in our recruitment process. In relation to this, we only ever use temporary agency labour where there is a specific need. In 2022, the ratio of agency workers to full time employees was 1 in 50. This demonstrates the progress we have made in workforce planning and the benefits that this has brought to our people.

4.2 Risk Mitigation Within our Supply Chains

- 4.2.1 As described in our previous statements, our visits to key coffee suppliers help us to fully understand the local context and consider the level of risk of modern slavery. In 2022 we visited suppliers in Peru in what was our first trip to our coffee suppliers since international COVID-19 travel restrictions had eased. Our annual process of planning visits to origin is completed based on our current sourcing as well as prioritisation based on feedback from producers, exporters and importers within our supply chains.
- 4.2.2 To provide us with more information on our coffee suppliers on a case-by-case basis, we continue to make use of our Green Coffee Supplier Risk Assessment Approval Forms which includes a relatively new section that provides a clear link to the Ethical Trading Initiative Base Code in multiple languages. It asks the supplier to assess the risks of forced labour, unsafe or unhygienic working conditions, payment of illegal wages, excessive working hours, discrimination and harsh or inhumane treatment within its operations. It also requests details of the controls that the supplier has in place to reduce these risks. The opportunity to communicate our baseline requirements and assess our supplier's approach in these areas is especially helpful for our non-certified coffee supply chain.
- 4.2.3 84% of the coffee we roasted in 2022 held either (or both) Fairtrade and Rainforest Alliance certification. Our commitment to these certifications extends into the other products we source including tea, cocoa and sugar.
- 4.2.4 For the purposes of prevention of modern slavery, both the Fairtrade and Rainforest Alliance standards include criteria relating to social practices on the farm. For specific information on the core and development criteria relating to prevention of forced labour, please refer to Appendix 2.
- 4.2.5 It was announced in 2017 that UTZ would merge with Rainforest Alliance and their new joint standard was published in 2020. We were actively involved in the consultation process and provided feedback on the draft versions of the new farm standard. Rainforest Alliance have introduced a new "assess-and-address", risk-based approach that focuses on prevention, engagement, improvement, and incentivising farm owners to tackle issues, including forced/child labour, rather than hiding them. The shift aligns with the growing international consensus around good practices in human rights due diligence as laid out by the United Nations Guiding Principles on Business and Human Rights and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises. More information on this is available in their "[What's in our 2020 Certification Program? Assess-and-Address](#)" document. Due to the pressures of COVID 19, Rainforest Alliance decided to extend the transition timelines for farm certificate holders to allow more time to fully embrace and implement the new standard. Rainforest Alliance also introduced more organisational support to facilitate the transition for all. Farm certificate holders will only be required to implement the full certification cycle from 1 July 2023.
- 4.2.6 We also actively participated in the public consultation for Fairtrade's review of their Standard for Coffee. The second consultation period was open until February 2021 and was published in July 2021. The standard has been updated to reflect a stronger approach to trading practices and commitment to human rights and environmental due diligence. For example, when it comes to human rights, producers are now required to carry out mandatory assessments, and develop proactive policies and procedures for the prevention of child labour, forced labour and human trafficking.
- 4.2.7 Despite the increase in coffee prices, outlined in Section 2 above, certifications still play a crucial role improving the income and support producers receive. Buying coffee on Fairtrade

terms ensures producers receive a minimum price, plus an additional social premium. Organic certification also includes a specified premium. In 2022, the Fairtrade Foundation began a consultation on their approach to pricing in their standards. We provided feedback as part of the consultation process. The new Fairtrade Minimum Price for washed Arabica beans – which represent more than 80 percent of all Fairtrade coffee sold – is \$1.80 per pound, an increase of 40 cents over the previous price of \$1.40 per pound. These changes will take effect from August 2023.

- 4.1.1 Of the coffee we roasted in 2022, 34% were Fairtrade certified, a further 13% held both Fairtrade and organic certifications. 21% were Rainforest Alliance certified, and an additional 15% held Fairtrade, organic and Rainforest Alliance certifications. It is our responsibility to continue promoting the benefits of these certifications in the UK market and making the case for them to our customers. This allows us to source most of our coffee on Fairtrade and organic certified terms and hopefully increase the amount of certified coffee we source from suppliers.
- 4.1.2 Incorporated into the new Rainforest Alliance standards is a new requirement for supply chain actors to pay a Sustainability Differential on all certified contracts. Use of the Differential for groups of smallholders will be determined by each farmer member. For large farms the Differential will be used to benefit farm workers. Additionally, buyers will be required to make Sustainable Investments which are designed to assist producers in implementing their development plan. Complementary to this, the new farm standards include a more comprehensive approach to ensuring living incomes and living wages are received. For example, by providing farms with tools to help them to assess their risks more accurately, understand where there is a need to improve through using benchmarks (e.g. Global Living Wage Coalition studies) and measure progress over time.

5. Relevant Key Performance Indicators and Actions

Type of Indicator	Performance Indicator	Progress in 2022	Intension for 2023
Sustainability 2017-2022 Goal, carried forward to Sustainability 2023 & 2024 Goal	90% of coffee purchased consistently has at least one certification.	84% of coffee contracted held at least one certification.	Prioritise certified coffee wherever possible and monitor KPI.
Sustainability 2017-2022 Goal	Ratio of agency to permanent staff is 1:50 (2%) respectively.	The ratio of agency workers to full time employees was 1 in 50.	We launched new goals and KPIs in 2023 which superseded these. See details below.
Action for 2022	Glasgow-based line managers are trained on the prevention of modern slavery.	As noted above, an internal training module on Human Rights continues to be utilised and refresher training is provided. 27 of a cohort of 35 people managers completed the training in 2022.	We launched new goals and KPIs in 2023 which superseded these. See details below.
Action for 2022	Encourage best practice by our agency labour providers by signposting to training opportunities and useful resources.	We have primarily been communicating our expectations with agency labour providers through our usual channels and processes. The business is actively moving away from awarding temporary contracts through agencies and instead looking to offer permanent contracts where possible..	We launched new goals and KPIs in 2023 which superseded these. See details below.

Sustainability Goal 2023 & 2024	Visit at least 3 key sourcing origins	N/A – New goal for 2023-24
Sustainability Goal 2023 & 2024	Launch 3 new partnership projects at origin	N/A – New goal for 2023-24
Sustainability Goal 2023 & 2024	100% of relevant staff trained in human rights and environmental due diligence processes	N/A – New goal for 2023-24
Sustainability Goal 2023 & 2024	100% employee reviews conducted and managed via PeopleHR	N/A – New goal for 2023-24

6. Authorisation and Endorsement

6.1 This statement was approved by the Board of Directors of Matthew Algie & Company Limited on the 3rd July 2023.

6.2 This statement has been endorsed by

Eduarda Cristovam
Director of Coffee, Quality & Sustainability

Date: 3rd July 2023

Paul Chadderton
Managing Director

Date: 3rd July 2023

7. Appendix 1: Fairtrade and Rainforest Alliance Standards

7.1 As detailed below, the Fairtrade and Rainforest Alliance standards to ensure forced labour is not used on farms, includes essential criteria and continuous improvement (i.e. required in the medium term) criteria.

7.2 Fairtrade Standard for Small Producer Organisations¹

Reference	Type of criteria	Requirement
3.3.5	Core	You and your members do not directly or indirectly engage in forced labour, including slave, bonded or involuntary prison labour. You explain this to all workers.
3.3.6	Core	If you have identified cases of forced adult labour in your organization (see requirement 3.1.2), you and your members remediate to ensure prolonged safety and implement relevant policies and procedures to prevent vulnerable adults above the age of 18 years from being employed in abusive, exploitative and unacceptable work conditions as defined by ILO Conventions 29 and 105.
3.3.7	Core	You and your members do not make the employment of a worker or an offer of housing conditional on the employment of their spouse. Spouses have the right to work elsewhere.
3.3.8	Core	You and your members do not employ children below the age of 15 or under the age defined by local law, whichever is higher.
3.3.9	Core	Your members' children below 15 years of age are allowed to help your members on their farms under strict conditions: you ensure that they only work after school or during holidays, the work they do is appropriate for their age and physical condition, they do not work long hours and/or under dangerous or exploitative conditions and their parents or guardians supervise and guide them.
3.3.10	Core	You and your members do not submit workers of less than 18 years of age to the unconditional worst forms of child labour or to any type of work which, by its nature or the circumstances under which it is carried out, is likely to jeopardize their health, safety, morals or their school attendance.
3.3.11	Core	If in the past you or your members have employed children under 15 for any type of work, or children under 18 for dangerous and exploitative work, you ensure that those children do not enter or are not at risk of entering into even worse forms of labour including hazardous work, slave-like practices, recruitment into armed conflict, sex work, trafficking for labour purposes and/or illicit activities. Any action that you take to ensure this respects the UN Convention on the Rights of the Child (CRC) protective framework, which means that: <ul style="list-style-type: none"> • the best interest of the child are always the top priority; • their right to survival and development is respected; • you apply them to all children without discrimination; • the views of the child are heard and respected; • at all moments they are protected from violence.
3.3.12	Developing	If you have identified child labour as a risk in your organization (see requirement 3.1.2) you and your members implement relevant policies and procedures to prevent children below the age of 15 from being employed for any work and children below the age of 18 from being employed in dangerous or exploitative work.
3.3.29	Core	Children under the age of 18 years, pregnant or nursing women, mentally disabled people, people with chronic, hepatic or renal diseases and people with respiratory diseases do not carry out any potentially hazardous work. Alternative work is provided for them.

¹ FAIRTRADE STANDARD FOR SMALL PRODUCER ORGANIZATIONS https://files.fairtrade.net/standards/SPO_EN.pdf

7.3 The Rainforest Alliance Sustainable Agriculture Standard 2020²

Reference	Type of criteria	Requirement
4.1	Critical	All forms of forced, compulsory, or slave labour are prohibited, including use of trafficked and bonded labour, labour by prisoners or soldiers, or the use of extortion, debt, threats, monetary fines or penalties. <i>According to ILO Forced Labour Convention (No. 29) and Abolition of Forced Labour Convention (No. 105).</i>
4.6	Critical	The worst forms of child labour are prohibited, including a) Work harmful to children; b) Any type of paid or unpaid work by a child under the age of 15 years old, except tasks that are traditional for children in the location and are undertaken for the purpose of encouraging the family's or local culture; c) Young workers' work during legally compulsory school hours; d) Young workers' work of more than eight hours per day and more than 48 hours per week; e) Young workers' work schedule not permitting minimum consecutive period of 12 hours' overnight rest, and at least one full day of rest for every six consecutive days worked; f) All forms of forced, compulsory, or slave labour or discrimination; g) Sale and trafficking of children; h) Use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; i) Use, procuring or offering of a child for other illicit activities. <i>ILO Worst Forms of Child Labour Convention No. 182</i>
4.7	Critical	If young workers* are contracted, records for each young worker are kept, including: First and last name; reliable proof of date of birth; parent(s) or legal guardian(s) first and last name and domicile or place of contact; young worker's permanent residence; school registration and attendance statuses; parent(s) or legal guardian(s) consent and authorization for the young worker's employment; type of assigned work or tasks; and number of daily and weekly working hours. <i>ILO Minimum Age Convention No. 138.</i> * The minimum age of a young worker shall not be less than 15 years. For the purposes of this standard the term refers to workers between the ages of 15 and 17 years. (<i>ILO Minimum Age Convention, 1973 (No. 138); Convention concerning Minimum Age for Admission to Employment; Geneva, 58th ILC session).</i>

7.4 Rainforest Alliance Sustainable Agriculture Standard 2020³

8.4.1 n.b. "Mandatory Improvements" and "Mandatory Smart Meters" are applicable in case of medium/high risk for child labour and/or forced labour. Large and individually certified farms always implement the improvements for discrimination and workplace violence and harassment.

Reference	Type of criteria	Requirement
1.2.5	Core	For children conducting light work (12-14 years) and young workers (15 – 17 years), the registry additionally contains: • Housing address • Name and address of parent(s) or legal guardian(s) • School registration (if applicable)

² RAINFOREST ALLIANCE SUSTAINABLE AGRICULTURE STANDARD 2020, [2020-RA-SUSTAINABLE-AGRICULTURE-STANDARD-FARM-REQUIREMENTS.PDF \(RAINFOREST-ALLIANCE.ORG\)](https://www.rainforest-alliance.org/wp-content/uploads/2022/01/2020-RA-SUSTAINABLE-AGRICULTURE-STANDARD-FARM-REQUIREMENTS.PDF)

³ RAINFOREST ALLIANCE SUSTAINABLE AGRICULTURE STANDARD 2020, [HTTPS://WWW.RAINFOREST-ALLIANCE.ORG/WP-CONTENT/UPLOADS/2022/01/2020-RA-SUSTAINABLE-AGRICULTURE-STANDARD-FARM-REQUIREMENTS.PDF](https://www.rainforest-alliance.org/wp-content/uploads/2022/01/2020-RA-SUSTAINABLE-AGRICULTURE-STANDARD-FARM-REQUIREMENTS.PDF)

		<ul style="list-style-type: none"> • Type of work or tasks • The number of daily and weekly working hours
5.1.1	Core	<p>Management commits to assess-and-address child labour, forced labour, discrimination, and workplace violence and harassment by:</p> <ul style="list-style-type: none"> • Appointing a management representative who is accountable for the assess-and-address system • For large farms, individually certified farms and supply chain certificate holders: giving a mandate to a committee comprised of the appointed management representative and workers representative(s) to manage the assess-and-address system. The worker representative(s) is/are selected by workers. • For group management: giving a mandate to a committee comprised of the appointed management representative and a group member representative to manage the assess-and-address system. Group management can choose to appoint a management representative only instead of a committee. <p>The committee members are:</p> <ul style="list-style-type: none"> • Knowledgeable about child labour, forced labour, discrimination and workplace violence and harassment • Impartial, accessible and trusted by workers/group members <p>Communication:</p> <ul style="list-style-type: none"> • Management representative/committee: coordinates with management, the grievance committee and the gender person/committee • Raises awareness of these four issues with management and (group) staff at least annually • Informs workers/group members in writing that child labour, forced labour, discrimination and workplace violence and harassment are not tolerated, and that management has a system in place to assess-and-address related cases. This information is visibly displayed at central locations at all times.
5.1.2	Core	<p>Risk mitigation: The management representative/committee includes in the management plan the mitigation measures as identified in the basic Risk Assessment and implements corresponding measures.</p> <p>The basic Risk Assessment is repeated at least every three years.</p> <p>Farm scope: Management plan: see 1.3.2, Risk Assessment: see 1.3.1 Supply Chain scope: Management plan: see 1.1.3</p>
5.1.3	Core	<p>Monitoring: The management representative/committee</p> <ul style="list-style-type: none"> • Monitors risks and the implementation of risk mitigation measures • Reports potential cases of child labour, forced labour, discrimination, and workplace violence and harassment to the management and to the grievance committee • Monitors remediation activities (see 5.1.4) <p>The intensity of the monitoring system is adjusted to the risk level and the issue.</p> <p>Indicator: The number of potential cases identified by the monitoring system and referred to the grievance mechanism (by gender, age, and type of issue)</p>
5.1.4	Core	<p>Remediation: The management representative/committee sets out in the management plan how to remediate cases of child labour, forced labour, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims are protected throughout the process.</p> <p>Indicator: Number and percentage of confirmed child labour, forced labour, discrimination and workplace violence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue).</p>
5.1.5 L1	Mandatory Improvement	<p>In year 1 of certification, the management representative/committee:</p> <ul style="list-style-type: none"> • Applies the assess-and-address in-depth Risk Assessment • Includes the corresponding mitigation measures in the management plan (1.3.2) • Implements these measures <p>The assess-and-address in-depth Risk Assessment is repeated at least every three years.</p>
5.1.6 L1	Mandatory Improvement	<p>Management representative/committee provides training/awareness raising on child labour, forced labour, discrimination, and workplace violence and harassment to all group members (small farms) or workers (of large farms or individually certified farms).</p>

5.1.7 L1	Mandatory Improvement for Group Management	Management actively encourages the school attendance of children of (group) staff, group members, and group member workers.
5.1.8	Mandatory Smart Meter	<p>The management assures good functioning of the assess-and-address system. For this purpose, from year one onwards, a yearly assessment of the assess-and-address system for the relevant issue(s) is conducted, based on the following five elements:</p> <ul style="list-style-type: none"> • Effective implementation of mitigation measures • Effective training on relevant assess-and-address topics • Effective cooperation with external actors • Effective monitoring of the assess-and-address system • Effective internal collaboration on assess-and-address topics <p>Indicator: Scores on the assess-and-address system elements</p>
5.7.1	Core for Large farms	<ul style="list-style-type: none"> • Families of permanent workers with children have separate rooms from workers who are non-family members • Workers' children live together with their parents and are not separated from them • Workers' children living on-site are in a safe place and under the supervision of an adult during working hours
5.7.2	Core for Large farms	<p>Children living on-site and of school-going age go to school. Children either:</p> <ul style="list-style-type: none"> • Go to a school at safe walking distance • Go to a school at reasonable traveling distance, with availability of safe transport • Have on-site schooling of a recognized and equivalent level.