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Modern Slavery Assessment

D-U-N-S® number	**212306775**
Organisation name	**J W Vending Options**
Location	**J W Vending Options**
Address	**Unit A,MotorWay Distribution Centre Avonmouth Way West, BRISTOL, BS119YT**
Country	
Purpose	**Administration**
Exported by	**Christian Worgan (enquiries@jwvending.co.uk)**
Exported date	**13-05-24**

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Contents

Contents 2
Scoring 3
Recommendations 4
Introduction 5
About this Assessment 6
1. Information About the Business and its Supply Chain 7
2. Policies Relating to Modern Slavery 9
3. Assessing and Managing Risk 12
4. Due Diligence Processes 14
5. Training Provision 16
6. Key Performance Indicators 18

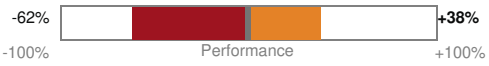
Scoring

Overview

Based on the responses given, performance ratings have been generated to quantify a measure of performance in each of sections of the assessment as well as an overall Total Score.

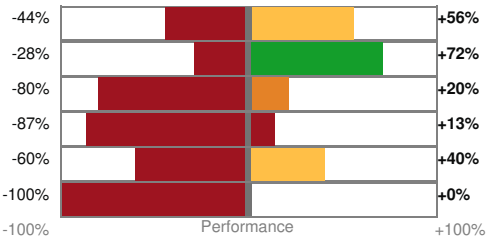
This rating can be used to identify areas of strengths and weaknesses and as a benchmark for assessment-to-assessment growth. Ratings have been coupled with a balanced Red-Amber-Yellow-Green scorecard to provide a visual standard for comparison.

Total Score



Total Score

Score per theme



Governance	Yellow
Policies and Procedures	Green
Risk Assessment and Management	Amber
Due Diligence	Red
Training	Yellow
KPI	Red

Recommendations

A number of suggested improvements have been made, based on a analysis of your responses to the Modern Slavery Assessment. By implementing these suggested improvements, your organisation can improve its modern slavery statement and should be in a stronger position to mitigate modern slavery risks.

Acknowledging your suggested improvements

You should acknowledge your suggested improvements online via your organisation's account. Acknowledging suggested improvements demonstrates that you are committed to mitigating risks and improving your performance.

To acknowledge your suggested improvements, please access your Assessment using your contracts tab. Click 'Improve' to view and acknowledge your suggested improvements.

Introduction

Section 54 (Transparency in Supply Chains etc.) of the Modern Slavery Act 2015 requires applicable commercial organisations to publish a 'modern slavery statement' for each financial year of their organisation, otherwise known as a TISC statement. It applies to all commercial organisations which carry on a business, or part of a business, in the UK, supply goods or services and have an annual turnover of £36m or more.

The Government encourages organisations, including those that do not fall in scope of the Act, to complete this assessment so that organisations have a framework to aid them in their journey to understanding and addressing modern slavery risks. If you have been invited to complete the assessment by the Government or any other public body, this tool should help them work in partnership with your organisation to improve how your organisation ensures workers aren't being exploited in your supply chains.

What is modern slavery?

Modern slavery is an umbrella term used to encapsulate offences in the Modern Slavery Act 2015: involving slavery, servitude and forced or compulsory labour; and human trafficking.

Why is it important?

Modern slavery is a serious and organised crime that destroys communities and causes significant harm to victims. It is the illegal exploitation of people for personal or commercial gain, and involve people being coerced and forced into providing service to others. Some estimates suggest that there were over 40 million people living in slavery across the world in 2016, many of whom will be working to produce the goods and services which we buy and sell every day. The Home Office estimated that there were 10,000-13,000 potential victims in the UK alone in 2013. It is a crime that affects men, women and children.

The Home Office estimates the total social and economic cost of modern slavery to the UK was £3.4-4.3 billion in 2016-17, making the average cost of modern slavery crime (£334,750) higher than the unit cost of any other crime type apart from homicide. Worldwide, the International Labour Organisation (ILO) estimates over $150 billion of illegal profits are generated by traffickers per year. Unscrupulous businesses who use slave labour undercut good British businesses and if we are to eradicate this horrendous crime from the UK and the rest of the world, government and businesses must work together.

About this Assessment

This assessment provides information about activity undertaken by J W Vending Options to tackle modern slavery. It may be used to support the production of an annual modern slavery statement as set out in the UK Modern Slavery Act 2015.

Your responses can be updated at any time to maintain a current and accurate report. The Assessment has six sections, each of which captures information that may be included in a statement, as set out by guidance within the Modern Slavery Act 2015.

The answers you have provided will be kept confidential and will only be shared with buyers that you have given permission to access.

Company and point of contact:

All information contained within this assessment has been submitted by a user or users acting on behalf of J W Vending Options.

J W Vending Options represents and warrants that the information provided within this declaration will be as accurate and complete as possible and shall accurately represent its capabilities.

The main point of contact for this assessment is:

Christian Worgan
Director
enquiries@jwvending.co.uk
01179828795

According to the information submitted in support of this assessment:

J W Vending Options has stated that its turnover is 3600000 GBP.

J W Vending Options has indicated that it is completing this assessment on behalf of its own organisation,

J W Vending Options has provided the following additional information regarding their commitment to tackling modern slavery:
No

The Government encourages organisations not in scope to still consider publishing a statement as modern slavery risks can manifest in almost any organisation.

1. Information About the Business and its Supply Chain

About this section:

This section provides some basic information about your organisation and its business operations which will help to provide context for a modern slavery statement. Ensuring relevant and up-to-date information in statements will help your organisation communicate its efforts in the most effective manner.

For the purpose of drafting a Modern Slavery Statement, information to disclose could include:

- the sector(s) the business operates in and whether any of its work is undertaken by agency labour
- the organisational structure and group relationships
- the countries it sources its goods or services from, including high risk countries where modern forms of slavery are prevalent.
- the make-up and complexity of the supply chains
- the businesses operating model
- relationships with suppliers and others, including trade unions and other bodies representing workers

Having a good understanding of your supply chain helps to define the boundaries of the report and to support the identification of risk regarding modern slavery.

7 questions

1a. Please enter your organisation details.

- **Full name of your company**
  J W Vending Options
- **DUNS number**
  212306775
- **Street**
  Unit A,MotorWay Distribution Centre Avonmouth Way West
- **Town or City**
  BRISTOL
- **Postcode**
  BS11 9YT
- **Country**
  United Kingdom - GBR
- **Date of registration in country of origin**
  24/11/2003
- **Registered company number**
  4974397
- **Registered VAT number**
  762 2021 66
- **Registered website address**
  jwvending.co.uk

1b. Do you want to complete this Modern Slavery Assessment for your organisation as a whole or for a specific contract?

- **Organisation as a whole**
  For a specific contract

1c. Please select the relevant sector(s) that your organisation operates in.

- **Other**
- **Please specify**
  Vending

1d. Are you a Small, Medium or Micro Enterprise (SME)?

- **Yes**
  No

2. Which of the following members of your group structure are you completing this assessment on behalf of?

- **My own organisation**
  Immediate parent
  Domestic parent
  Global parent

3. Who is your organisation's main point of contact for this assessment?

- **First name**
  Christian
- **Last name**
  Worgan
- **Job title**
  Director
- **Email**
  enquiries@jwvending.co.uk
- **Telephone**
  01179828795

4. Please enter the turnover that is listed within your most recent set of annual accounts.

- **Turnover in GBP**
  3,600,000
- **Provide the end date of these latest accounts**
  31/12/2023

2. Policies Relating to Modern Slavery

About this section:

The establishment of effective policies and incentives shape the environment and sets the tone of an organisation in assessing, preventing and mitigating the risk of modern slavery. Clear organisational policies demonstrate an organisation's commitment to this issue and ensures that appropriate and coordinated action is taken throughout the business.

Tackling modern slavery does not necessarily require a stand-alone policy. It could simply be adapting, and/or clarifying how existing policies and practices, programmes and management systems already work to prevent modern slavery.

If policies and practices are to have the desired effect they must be supported through effective communications and, where appropriate, training, resourcing and collaboration of effort by appropriately skilled personnel. Policies should be established and clearly communicated so that anti-slavery activity within a company and its supply chains becomes embedded as standard practice, which staff are aware of and incentivised to partner on and support.

Policies work best when supported by senior management and are updated and reviewed regularly.

7 questions

5. Under Section 54 of the Modern Slavery Act 2015, is your organisation required to produce a Modern Slavery Statement?

Yes
Yes but not produced a statement covering 2017-2018
- **Not required but have produced a statement**

Please upload the statement

File Name
Anti-Slavery Policy.pdf

Not required and no statement has been produced

6. Does your organisation's Modern Slavery Statement meet the following legal requirements? Tick all that apply

- **Approved by the board of directors (or equivalent management body)**
- **Signed by a director (or equivalent)**
- **Accessible via a prominent place on your website's homepage**

None of the above

7. Does your latest statement include information on the following areas? Tick all that apply

Information about your organisation and supply chains
- **Policies relating to modern slavery**

The parts of your business and supply chains where risks of modern slave…
Due diligence processes in place to manage and prevent risks of modern…
- **Training and capacity building of staff around modern slavery**

Key performance indicators your business uses to measure progress in ta…
None of the above

8. Was your latest statement produced within 6 months after your last financial year end, as per Government guidance?

- **Yes**

No

9. Have any incidences of modern slavery been recorded or uncovered within your organisation or supply chains in the past 12 months?

Yes
- **No**

10. Has your organisation taken steps to map your supply chains to support how your organisation identifies modern slavery risks?

Yes
- **No**

10b. Which locations do you believe are at higher risk of modern slavery in your operations and supply chains?

- **No locations are considered to be at higher risk of modern slavery**

3 questions

11. Does your organisation have policies that are relevant to the prevention of modern slavery?

Yes and they are publicly available
- **Yes but some/all are not publicly available**

Please upload relevant policies and provide information on why they are not publicly available

File Name
Anti-Slavery Policy.pdf
Human Rights Policy.pdf

No

12. Do your organisation's modern slavery policies or codes include any of the following provisions? Tick all that apply.

- **Adherence to local and national laws**
- **Freedom of workers to terminate employment**
- **Freedom of movement**

Freedom of association
- **Prohibits any threat of violence, harassment and intimidation**
- **Prohibits the use of worker-paid recruitment fees**
- **Prohibits compulsory overtime**
- **Prohibits child labour**
- **Prohibits discrimination**
- **Prohibits confiscation of workers original identification documents**

Provides access to remedy, compensation and justice for victims of moder…
None of the above

13. Does your organisation meet any of the following good practice in relation to its modern slavery policies? Tick all that apply.

- **Policies are approved by senior management**
- **Policies are available to workers in your organisation and communicat..**
- **Policies are available to workers in your supply chain and communica..**
- **Relevant staff in your organisation are trained on these policies**

High risk suppliers are required to adhere to your modern slavery policies…
High risk suppliers are trained on the relevant policies
None of the above

3. Assessing and Managing Risk

About this section:

Modern slavery risk assessments should be seen as part of an organisation's wider approach to risk management and could form part of more general risk assessments that are carried out for a variety of reasons.

Appropriate resources are needed to ensure that risk assessment strategies can be effective. This means that the assessments should be able to identify the risks and issues, properly assess their level of importance, and ensure that appropriate remedies are in place.

Identifying relevant information from internal and external sources will help businesses to undertake effective risk assessments and appropriate review of those risks. Particular business risks to consider in assessing and managing risks to workers include:

- Country risks:
  - Exposure may be greater in global supply chains in countries where protection against breaches of human rights are limited, particularly with regard to rights of foreign contract workers to retain their own ID and papers, and/or where work arrangement by agents is common, etc.
- Sector risks:
  - There are different risks and levels of risk in different sectors. For example, the risks and arrangements which generate bonded labour situations for workers in the extractives sector may differ to those causes in manufacturing.
- Transaction risks:
  - Banks or financial institutions may be involved in facilitating financing from or supporting cases of modern slavery and bonded labour in operations or supply chains or through money laundering.
- Business Partnership risks:
  - Different supplier relationships and business partnerships will all carry different levels of risks. In some cases, existing long-term partnerships will involve less risk because the organisation will have a better knowledge of their partner's operations and policies. However, a new partnership or business relationship may be equally low risk as long as proper due diligence is conducted.

5 questions

14. Have you assessed how your organisation's purchasing practices may create pressures on your suppliers that could lead to modern slavery?

Yes
- **No**

15. At which of the following stages during the procurement process does your organisation consider modern slavery risks? Tick all that apply.

Needs identification
Requirement definition
Tender evaluation (including scoring and adjudication process)
Contract award
- **In-life contract management**
- **End of contract review**

None of the above

16. Do you supply goods (to the buyer/s that invited you to complete this assessment) that have been identified by the US Department of Labor to be at higher risk of being produced by child labour or forced labour?

Yes
- **No**

Do not know
Not applicable

17. Where have you identified there to be the highest risk of modern slavery in your organisation and your supply chains?

Categories
Vulnerable groups
Types of work
Sectors
Other
- **Have not identified**

18. Within the last 12 months, have you identified any of your organisation's suppliers as being at high risk of modern slavery as a result of your organisation's risk assessment?

Yes
No - we have investigated our supplier risk and found none to be at highe…
- **No - we have not investigated our suppliers' modern slavery risks**

4. Due Diligence Processes

About this section:

Human rights due diligence is a key concept in the UN Guiding Principles on Business and Human Rights (UNGPs). The UNGPs specify that due diligence processes should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.

Due diligence procedures should be:

- proportionate to the identified modern slavery risk,
- the severity of the risk, and
- level of influence a business may have.
- informed by any broader risk assessments that have been conducted (see Assessing and Managing Risk section above).

For the purpose of the Modern Slavery Statement, due diligence information could include:

- Actions taken to understand the businesses operating context
- Impact assessments undertaken
- Action plans to address and risk/actual instances of modern slavery and how actions have been prioritised
- Evidence of stakeholder engagement
- Business-level grievance mechanisms in place to address modern slavery
- Actions taken to embed respect for human rights and zero tolerance of modern slavery throughout the organisation

13 questions

19. Does your organisation undertake any activity to support workers in your supply chains have access to trades unions or other forms of worker representation?

Yes
No
- **Do not know**

20. Does your organisation actively work with non-governmental organisations (NGOs) or other businesses to support its efforts to prevent and mitigate modern slavery?

Yes - NGOs
Yes - Businesses
- **No**

21. Has your organisation undertaken any due diligence to ensure that workers in your supply chains are not trapped in debt bondage as a result of how they were recruited?

Integrated safeguards in to company policies
Raised awareness and built capacity of staff to understand risks of debt bo…
Screen and evaluate key recruitment agencies/labour providers
Monitor key recruitment agencies/labour provider for ethical recruitment a…
Undertaken corrective action plan
Developed action plan to make system improvements
Participated in multi-stakeholder initiatives to make a wider impact
Other action
- **None of the above**

22. Does your organisation take any measures to ensure workers in your organisation have access to a grievance mechanism to report incidents or suspected incidences of modern slavery?

- **Yes**
No
Do not know

22a. In which supply chain tiers does your organisation ensure that workers know their rights of employment?

Tier 1
Tier 2
Tier 3
Tier 4
- **Not applicable**

22b. In which supply chain tiers does your organisation ensure that all workers have access to an anonymous grievance mechanism to report incidents or suspected incidences of modern slavery without any form of penalty?

Tier 1
Tier 2
Tier 3
Tier 4
- **Not applicable**

22c. In which supply chain tiers does your organisation ensure that measures are in place to ensure migrant workers can report grievances and receive feedback in a language they understand?

Tier 1
Tier 2
Tier 3
Tier 4
- **Not applicable**

22d. In which supply chain tiers does your organisation ensure that multiple communication channels are available to workers to report their concerns e.g. to a trade union representative?

Tier 1
Tier 2
Tier 3
Tier 4
- **Not applicable**

22e. In which supply chain tiers does your organisation ensure that the effectiveness of this mechanism has been assessed with senior leadership engagement?

Tier 1
Tier 2
Tier 3
Tier 4
- **Not applicable**

23. Do you have a Service Level Agreement (SLA) or any other process in place for responding to a report of suspected instances of modern slavery?

Yes
- **No**

24. Has your organisation undergone a social audit (or another form of audit which assesses labour conditions) within the last 12 months? Tick all that apply.

Yes, an internal social audit
Yes, an external social audit
- **No audits carried out**
- **Please provide any further information**
  we are not a big enough company in any metric to require this.

25. Does your organisation conduct any types of audits on its suppliers and their business activities or have any other process to investigate working conditions in your supply chain?

Yes
- **No**

26. Is there any further information you want to provide on the due diligence your organisation undertakes to manage modern slavery risks?

- **Please provide details**
  no

5. Training Provision

About this section:

Training is a fundamental way of raising awareness and ensuring that people understand the importance of a particular issue. It also helps people to understand what they need to do, and how to work together internally or externally if they encounter something that raises concerns.

Training may be targeted at different groups of employees within a business, including leadership, or at different businesses within a supply chain, and the training itself could take a range of different forms. It may range from detailed training courses to broader awareness-raising programmes.

Organisations should think about where training should be targeted to have the most effect. If those employees who might encounter victims directly are more aware of the indicators of modern slavery and of how to report suspected cases, and what actions they can expect the company to take, then they can raise flags, and help to root it out in a particular business or supply chain.

9 questions

27. Does your organisation provide training to workers on modern slavery?

- **Yes**
- No

27a. Does the training cover the ILO's Forced Labour Indicators?

- Yes
- **No**

27b. What outcomes are expected? Tick all that apply across the different training your organisation provides.

- **Recipients understand indicators of modern slavery**
- **Recipients understand how to report suspicions of modern slavery**
- **Recipients understand the Modern Slavery Statement requirements**
- Recipients understand how to consider modern slavery risks in procurement
- Recipients become better equipped to undertake modern slavery due dilig…
- Other

27c. What format is the training? Tick all that apply.

- E-Learning
- Workshops
- Webinars
- Courses
- **Other**
- **Please provide details**

internal training for all new starters and annual refreshers.

27d. Is this training mandatory for those who receive it?

- **Yes**
- No

27e. How frequently is training on modern slavery provided? Tick all that apply.

- **At induction**
- **When a violation occurs**
- **When a policy is updated**
- Every 6 months
- **Every 12 months**
- Other

27f. Who developed the training on modern slavery?

- **In-house staff**
- Third party
- Other

27g. Who delivers training on modern slavery?

- **In-house staff**
- Third party
- Other

27h. Is any of the training above provided to suppliers by your organisation?

- Yes
- **No**

6. Key Performance Indicators

About this section:

This section examines your organisation's Key Performance Indicators, the areas they cover and their governance.

Key Performance Indicators (KPI): quantifiable value or metric to measure the activity and progress towards the achievement of intended results or objectives.

Performance indicators are important in driving the performance of a business and shaping the way it operates. They can also affect how exposed the business is to the risk of modern slavery.

KPIs could be used in a modern slavery statement in two ways. Firstly, businesses could choose to provide information on their existing KPIs and set out whether they have considered whether they make their business and supply chain vulnerable to modern slavery.

Secondly, this section of the statement could outline any additional KPIs which the company has introduced to measure the performance of any anti-slavery actions undertaken. If an initial risk assessment highlighted issues in a company's operations or supply chain, a KPI could be introduced to measure progress against reducing that risk, i.e. improving conditions for those people.

A business could set targets for:

- Training and capacity building of staff about modern slavery issues
- Measuring changes in awareness of risk
- Appropriate decision making and swift action as appropriate
- Grievance procedures and whistle-blowing procedures for workers if cases or suspected cases are found
- Visibility, leverage and oversight of suppliers in relevant goods and services supply chains

It is also good practice for KPIs to be reviewed regularly by senior management to ensure the KPIs are practical and achievable.

For further guidance on developing KPIs, see the Government's practical guidance.

1 question

28. Does your organisation have any key performance indicators (KPIs) relating to how your organisation mitigates modern slavery in your organisation and supply chains?

- Yes
- **No**

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