

# Modern Slavery & Human Trafficking Statement

Primrose Weddings & Events Ltd | trading as Funky Fridays / Harrogate Food & Drink Co / Trufflehunters / Tasty Birds

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<b>Financial Year</b>	1 June 2025 – 31 May 2026
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<b>Next Review</b>	May 2027
<b>Owner</b>	Linda Aikman, Director

## 1. Introduction & Basis of Statement

This statement is published voluntarily by Primrose Weddings & Events Ltd. Our annual turnover is below the £36 million threshold set by section 54 of the Modern Slavery Act 2015, so a statement is not statutorily required of us. We publish one because we recognise the principle, we work in supply chains where exploitation can occur (catering, agricultural produce, hospitality labour, festival staffing), and our clients increasingly expect a transparent position from suppliers regardless of size.

## 2. About the Business

Primrose Weddings & Events Ltd is a UK private limited company (Company No. 14906420) registered at 14 Primrose Drive, Ripon, North Yorkshire HG4 1EY. We operate four trading brands — Funky Fridays (festival, film & TV, and large-scale event catering), Harrogate Food & Drink Co (weddings and corporate events), Trufflehunters (hog roast, BBQ, rotisserie and bar hire) and Tasty Birds (rotisserie chicken pop-ups). We typically employ around nine permanent staff and engage casual and agency staff for event-specific deployments. We hold 5-star food hygiene ratings across the local authorities we operate under.

## 3. Supply Chains

The supply chains relevant to modern slavery risk in our business are:

- **Food & drink** — meat, poultry, fish, dairy, fresh produce, dry goods, bakery, beverages. Sourced from a mix of named local Yorkshire and Welsh suppliers and national wholesalers.
- **Equipment & consumables** — kitchen equipment, refrigeration, gas equipment, compostable disposables, branded uniform.
- **Labour** — directly-employed permanent staff, directly-engaged casuals, and where required for scale, agency staff supplied through UK-registered employment agencies.
- **Transport** — own-fleet, supplemented by third-party haulage where required.

## 4. Our Risk Assessment

We assess the highest residual modern-slavery risk in our supply chain to lie in:

- Agency-supplied event labour during peak festival periods, where short-notice demand can incentivise opaque sourcing
- Imported produce (e.g. shellfish, certain spices, cocoa, coffee), where supply chains are long and visibility limited
- Disposable / single-use products manufactured outside the UK

We do not consider our direct workforce or our local Yorkshire / Welsh fresh-produce supply chain to be high-risk, but we apply due diligence equally.

## 5. Steps Taken

- **Direct workforce** — all permanent staff and casuals are engaged under written contracts at or above the National Minimum / Living Wage. Right-to-Work checks are completed before first shift. Wages are paid into the employee's own bank account, never to a third party. Staff retain their own ID documents.
- **Agency labour** — we engage only UK-registered employment agencies; we obtain confirmation of their compliance with the Conduct of Employment Agencies Regulations 2003 and the Gangmasters and Labour Abuse Authority (GLAA) regime where applicable.
- **Suppliers** — preferred-supplier list is reviewed annually; we ask key food & drink suppliers to confirm their position on modern slavery (Section 54 statement where they are over threshold, equivalent confirmation if not). NCASS membership provides a baseline.
- **Whistleblowing** — any employee who suspects modern slavery in our business or supply chain can report directly to the Director (Linda Aikman) or the Operations Director, in confidence, without fear of retaliation. External reporting routes are also published below.
- **Training** — modern-slavery awareness is included in the management induction; Site Managers are briefed on indicators (lack of personal ID, controlled movement, signs of debt bondage, multiple workers at one address paid into one account).

## 6. Reporting Concerns

Route	Contact
Internal — Director	Linda Aikman
Internal — Operations Director	Andrew Aikman — 07877 680 322
Modern Slavery Helpline	08000 121 700
Gangmasters & Labour Abuse Authority (GLAA)	0800 432 0804
Police — immediate danger	999

## 7. Measuring Effectiveness

We measure the effectiveness of this statement against the following indicators, reviewed annually by the Directors:

- Number of supplier modern-slavery confirmations on file
- Number of internal reports or concerns raised, and how they were resolved
- Completion of management training
- Audit findings from client procurement reviews

## 8. Review

This statement is reviewed annually by the Director and the Operations Director, and updated as our business, supply chain or workforce changes materially.

### Approved by the Board of Primrose Weddings & Events Ltd.

Signed: **Linda Aikman**, Director — May 2026