

Slavery and Human Trafficking Statement

Policy Statement

Addo Food Group commits to developing and adopting a proactive approach to tackling hidden labour exploitation.

Hidden labour exploitation is exploitation of job applicants or workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive of themselves as such, reluctant to come forward.

Coverage

This policy relates to all Addo Food Group sites.

Responsibility

Georgina Ponsford, HR Manager – Head Office
 Georgina Ponsford, HR Manager – Tottle Bakery
 Samantha Matthews, Senior HR Advisor – Riverside Bakery
 Sue Scott, HR Manager – Poole Bakery
 Sharon Steley, HR Manager – Spalding Bakery
 Adam Reynolds, Group HR Advisor – Dorset Foods
 Jason Page, HR Manager – Palethorpes

Policy Commitments

Addo Food Group shall:

1. Designate appropriate managers to attend “Tackling Hidden Labour Exploitation” training and to have responsibility for developing and operating company procedures relevant to this issue.
2. Accept that job finding fees are a business cost, and will not allow these to be paid by job applicants. The Company will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
3. Ensure that all staff responsible for directly recruiting workers are aware of issues around third party labour exploitation and signs to look for and have signed appropriate Compliance Principles.
4. Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.
5. Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters Licensing Authority and police.
6. Provide information on tackling “Hidden Labour Exploitation” to our workforce through workplace posters, worker leaflets, inductions and briefings.

Document Category: Policy and Procedures		Form Number: AFG7.2	Version Number: 5
Created by: Group HR Advisor	Approved By: Sam Hart	Created: 09/05/2017	Review: June 2017

- 7. Encourage workers to report cases of hidden third party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
- 8. Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities.
- 9. Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

Approved on behalf of the Board of Directors of Addo Food Group on 9th May 2017.



Chris Peters
Group Managing Director

Document Category: Policy and Procedures		Form Number: AFG7.2	Version Number: 5
Created by: Group HR Advisor	Approved By: Sam Hart	Created: 09/05/2017	Review: June 2017