

Modern Slavery Statement

Introduction

There are now as many as 29.8 million people in modern slavery, globally. It is estimated there are at least 4,200 modern slaves in the UK, with particular prevalence in the agricultural/food and construction sectors.

Addo Food Group holds a zero tolerance position on slavery and human trafficking and will not tolerate or condone any form of slavery or human trafficking within any part of its business or supply chain.

Addo Food Group commits to developing and adopting a proactive approach to tackling slavery and human trafficking.

Our Business and Supply Chain

Addo Food Group is the premium producer of chilled savoury pastry products in the UK, with six sites across England, employing 2,800 colleagues.

Our supply chain consists of suppliers from around the world, varying across an array of sectors providing raw ingredients, materials and services.

Due Diligence

Addo Food Group realises that the potential risk of slavery and human trafficking is a modern day existence and can occur both internally and externally, especially when dealing with suppliers and third parties. We have assessed where potential risks may occur and have put the following measures in to place to ensure that modern slavery is eradicated within our business and supply chain:

- **Supply Chain**

Working with new and existing suppliers, we have made it a minimum requirement as part of our Ethical Code of Practice for all suppliers to join Sedex, a collaborative platform for sharing responsible sourcing data on supply chains. They must also adhere to the ETI base code, an internationally recognised code of labour practice. We are currently working with our supplier base to achieve this.

- **Temporary Labour Provider**

Audits of our labour agency provider are conducted twice a year to assess their ethical and legal compliance.

- **Supplier Audits**

Our internal auditing team carry out supplier audits throughout the year to ensure they are operating in line with our Ethical Code of Practice.

▪ **Stronger Together**

Addo Food Group is a Business Partner of Stronger Together which is a multi-stakeholder initiative aiming to reduce modern day slavery. Each site has a senior person with overall responsibility for implementing site 'Tackling Modern Slavery' policy and good practice.

▪ **Employment**

As part of our terms and conditions with recruitment agencies, key requirements to mitigate slavery are incorporated.

A robust recruitment policy and set of practices exist, in line with UK legislation, including right to work document checks, contracts of employment and ensuring that personal information provided is genuine.

Policies/Procedures

We have various policies and procedures in place to further our commitment to tackling modern day slavery such as an employee disclosure policy, ethical code of practice and recruitment policy.

Training and Communication

To highlight the issue and explain what modern day slavery is, how to identify and report it, it forms a key part of a new starter induction and is in our employee handbooks. Posters are displayed around each site, and in key languages our colleagues speak, on how to recognise and report hidden worker exploitation.

Key Performance Indicators

KPI's will be monitored to ensure that Addo Food Group is doing everything in its power to remove modern day slavery by:

- Ensuring all new and existing employees are introduced to Stronger Together / modern day slavery;
- Working with our suppliers to join Sedex;
- Guaranteeing all six Addo Food Group sites renew their Stronger Together Business Partner relationship annually;
- Monitoring that no whistleblowing reports surrounding human slavery are reported.

Endorsement of this Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act (2015) and approved on behalf of the Board of Directors of Addo Food Group on 5th April 2020.



Deborah Bolton
Chief Executive Officer