

Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that The FoodFellas Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The FoodFellas has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Structure and supply chains

The FoodFellas Limited is part of CP Foods (UK) Limited company which working with leading retailers, manufacturers, and restaurants to supply great foods.

The Company has an annual turnover of circa £114 Million and employs approximately 43 people.

The Company is an importer and distributor of ambient, chilled and frozen food products to the branded casual dining, foodservice, manufacturers, wholesalers and industrial markets in the UK and Europe.

We source food products and services from all around the world.

There are no known issues of modern slavery in our business or supply chains.

All suspected incidents that are reported are thoroughly investigated.

The Company remains committed to taking swift and robust action in the event that any evidence relating to slavery or human trafficking in our business supply chain is identified.

Policies in relation to slavery and human trafficking

The Company aims to employ the highest ethical and professional standards and always to comply with all local laws and regulations applicable to our business; it follows that the Company is absolutely committed to preventing modern slavery in its corporate activities and its supply chain. This commitment is emphasised in our employee training programmes and company policies, which promote ethical behaviours. The Company expects the same high standards which we set for ourselves from those parties with whom we engage, such as our suppliers and customers.

The Company operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Ethical trading policy. We are committed work in partnership with suppliers throughout our supply chain to ensure all products are procured from suppliers providing acceptable levels of employment and pay.

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2. Recruitment policy. We operate a robust recruitment policy, including conducting checks for eligibility to work in the UK for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
5. Procurement Policy. We operate an approved and maintained suppliers list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Due diligence processes in relation to slavery and human trafficking

Our due diligence process involves an assessment of our suppliers. Suppliers are required to confirm to us that they comply with Modern Slavery act 2015 and have a policy in place.

The completion of the Company Supplier Assessment Questionnaire is used to determine if a supplier have a Modern Slavery act in place.

Where it is identified that a supplier is not meeting the company requirements with respect to combatting modern slavery, the supplier is required to provide an Improvement plan to close any gaps.

We are member of SEDEX and encouraging our suppliers to become a member of SEDEX.

We may terminate the contract at any time, should any instances of modern slavery come to light.

Training

Due to the nature of our business and our approach to governance, we assess that we have a low risk of Modern Slavery in our business and supply chain. However, we aim to review the effectiveness of our policies and procedures, to ensure they remain fit-for-purpose. We do not have key performance indicators in relation to combatting Modern Slavery, as any instance would be a breach of law, our supplier standards and/or our company policies.

Our staff receive full training on Modern Slavery Act and Implications.

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Further Steps

Following a review of the effectiveness of steps taken in the previous financial year to prevent modern slavery or human trafficking occurring in our business and supply chain, we intend to take the following further steps to combat slavery and human trafficking during the course of the 2023 financial year:

- continue to monitor the risk to our supply chain on an ongoing basis;
- implement specific training of all UK based employees to ensure a high level of understanding of the risks of modern slavery and so they are aware of what to look out for in respect of modern slavery; and
- consider further how best to map the supply chains of our overseas businesses.

This statement is approved by the Board and signed on its behalf by:

Name (Board Director) Graham Hillier

Signature



Date 07-02-2024