



H. Smith Food Group plc

## **Modern Slavery and Human Trafficking Statement**

### **Our Business**

H. Smith Food Group plc business is that of an Agent/Broker of frozen and ambient food items with Storage and Distribution facilities. The company is operated from one depot based in Rainham, Essex. We have a global annual turnover of £60 million.

### **Our Policies on Slavery and Human Trafficking**

We are proud of the conditions of employment for all our employees throughout the business. Our contracted supply base and accredited purchasing practices ensures that the company operates ethically, and we expect a high level of ethical conduct and transparency from those businesses with which we purchase or conduct other business with or within our supply chain.

### **Anti-Slavery Policy**

H. Smith Food Group plc has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no place for modern slavery or human trafficking in our supply chains or in any part of our business. We do not knowingly trade with or support any business involved in these practices.

### **Due Diligence Process**

The company follows a due diligence process in regard to the legislative requirements of the Modern Slavery Act of 2015. As part of our initiative to identify and mitigate risk in our supply chain, we use accredited suppliers and storage and distribution systems only. In relation to that of human trafficking and slavery we operate a range of policies and procedures within the supply chain. These include the policies and procedures in the following areas:

- Supplier approval
- Third party provider and outsourcing
- Whistle blowing policy (and protection of confidentiality of whistle blowers)
- Supplier questionnaires for Modern Day Slavery
- Responsible Sourcing Policy
- Human Rights Policy
- Environmental Policy
- Anti-Bribery and Corruption Policy
- Health and Safety Policy
- CSR Policy
- Employee Code of Conduct
- Supplier Code of Conduct
- Recruitment/Agency workers policy

**Steps to assess and manage risks**

All parts of our business and supply chains where there is a risk of slavery/human trafficking taking place, will be subject to review by both audit & self-assessment management.

**Training**

To ensure a high level of understanding of the risks of Modern Slavery and Human Trafficking in our business, in our supply base and supply chains, we provide relevant training to our staff.

**Management Responsibility**

Our Directors and relevant management team have created a strategy, within our own organization and particularly regarding our provisioning procedures for product, to implement our understanding of the Act. We endeavour to follow the guidelines and responsibilities set out in the Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year 2018-2019 and was approved by the board of directors of H. Smith Food Group plc.

**Chris Smith**

**Managing Director**

**H. Smith Food Group plc**

29<sup>th</sup> April 2019