

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This statement sets out the Hunt's Food Group's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities undertaken during the financial year 1st April 2021 to 31st March 2022 and to activities that are planned for 2022.

As part of the food storage and distribution industry, the organisation recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking.

The organisation is absolutely committed to preventing modern slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from modern slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Hunt's Food Group

- Hunt's Food Group stores and distributes frozen, chilled, and ambient goods. Hunt's Food Group supplies the South-West of the UK. Products are supplied from a number of UK and international supply bases.

Countries of operation and supply

The organisation currently operates in the following countries:

- United Kingdom

The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to modern slavery or human trafficking:

- Hunt's Food Group risk assesses all suppliers before approval of supply and continue to monitor each supplier following their approval

High-risk activities

The following activities are considered to be at high risk of slavery or human trafficking:

- None highlighted this financial year

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- Policies: The Head of Technical is accountable for reviewing and designing all Hunt's Food Group policies in relation to its own workforce.

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- Risk assessments: The purchasing and technical teams are accountable for the auditing of all packaging, product and ingredient suppliers to Hunt's Food Group.
- Investigations/due diligence: During the financial year 19/20 there were no known breaches or suspected instances of slavery and human trafficking.
- Training: The Head of Technical is accountable for ensuring that Modern Slavery Awareness Training in the organisation is delivered accordingly.

Relevant policies

The organisation operates the following policies that links its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Hunt's Food Group's Recruitment Policy – Hunt's Food Group ensures that all new employees provide proof of their identification and right to work in the UK. This involves physical checks of employee's passports or birth certificates.
- Provision for Agency Workers Policy – Hunt's Food Group uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Due diligence

The organisation aims to undertake due diligence when considering taking on new suppliers, and to regularly review its existing suppliers.

During each financial year Hunt's Food Group will:

- Ensure supplier approval questionnaires are sent to all suppliers with reference to slavery and human trafficking

Performance indicators

The organisation has reviewed its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015. As a result, the organisation is:

- Requiring all staff working in HR to have completed training on modern slavery by March 2020 and refresher training as needed.

Training

The organisation will require all staff working in Procurement, Technical Compliance and HR to complete training on modern slavery. This took place during 2018. New staff are trained as part of their induction.

The organisation's modern slavery training covers:

- Our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;

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- How to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters Licensing Authority and "Stronger together" initiative;
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- what steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains.

Awareness-raising programme

As well as training staff, the organisation raised awareness of modern slavery issues by putting up posters across the organisation's premises during 2018.

The posters explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

Board approval

This statement has been approved by the organisation's board of directors, who will review and update it annually.



Mr R Hunt
Chairman
27th October 2021

Revision History

Revision	Date	Name	Change Reference
	31/07/17	C Douch	New Manual Created
	01/04/19	D Snook	Formal Review
1	11/12/19	B Mitchell	Changes for year 2019/20
2	22/09/20	B Mitchell	Signed and dated by RH, now chairman
3	27/10/2021	B Mitchell	Reviewed for 2021-2022

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