

## Introduction

This statement has been published in accordance with the Modern Slavery Act (2015). It details our continued efforts, throughout 2018, to understand the risks of modern slavery and take proactive steps to reduce and remedy that risk both within our own operations and our global supply chain.

We understand that the risks of modern slavery are universal and affect all businesses regardless of location or industry. At apetito we are committed fostering a culture of ethical business practice throughout our value chain and reporting on our progress in a transparent manner.

## apetito and our supply chain

We are proud to be the UK's leading creator and supplier of meals for the health and social care sector. As a unique business with both a social and commercial purpose, our aim is to "make a real difference" in all that we do. It is this aim that underpins all our activities, from the way in which we build relationships with our suppliers to how we serve our customers. For us making a real difference means living our four core values:

- Great food to be proud of
- Enhancing health and wellbeing
- Ethical and Sustainable
- A passion for service

We are based in Trowbridge, Wiltshire, and supply nutritious meals to customers across the UK through our customer service and distribution centre, located just outside of Bristol. Our customers include hospitals, care homes and local authorities, who serve our food as part of meals on wheels services. We also supply directly to consumers through our Wiltshire Farm Foods franchise network.

As a food manufacturer that prioritises great quality raw materials and ethical & sustainable sourcing, our supply chain is local and global ranging from small producers to large multinationals, extending to over 50 countries with more than 100 tier one suppliers. We pride ourselves on working with our suppliers who share our values and seek to build successful, fair long-term relationships.

## Strategy and policy

Protecting and respecting human rights and labour standards is one of the foundations of our sustainability and ethical trade strategy.

Over the course of the year we have continued to develop our approach to deepen our understanding the modern slavery risks that are inherent in the food supply chain and engage in positive action to ensure workers' rights are protected and respected. We have several policies that support our work in tackling modern slavery, these include:

- Ethical Trade Policy

Our Ethical Trade Policy is based on the Ethical Trading Initiative base code and the International Labour Organisations core conventions and sets out the minimum standards that we require all suppliers and agents to adhere to.

- Buyer-Supplier Code of practice

We have strengthened our code of practice setting out minimum standards for both our buyers and suppliers to adhere to. The code specifies that both parties will work together to continuously improve workers' rights and labour standards.

- Whistleblowing policy

Our whistleblowing policy encourages all its staff and agency workers to report any concerns related to the direct activities, or the supply chains, of the organisation, including any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

- Employee code of conduct

Our code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.

- Recruitment policy

All of our new employees are subject to pre-employment checks to confirm their identity and right to work in the UK. Where recruitment agencies are used, we ensure they comply with all legal requirements as a minimum

## Governance and due diligence process

At apetito, we continue to develop and refine our strategy and process for working with our suppliers to tackle modern slavery and our Executive Board reviews our progress twice a year. Our sustainability, purchasing and human resources teams work closely together to live our values and implement policies and procedures to ensure that we are making a real difference and protecting and respecting human rights in all that we do.

As part of our due diligence process, we regularly review and risk assess both new and existing suppliers for potential risks of modern slavery. Over the course of 2018 we have strengthened our approach to risk assessment, using a combination of; supply chain mapping, desk-based research, supplier engagement, external tools, such as the International Trade Union Confederation's (ITUC's) Global Rights Index, and strategic partnerships with organisations such as the ETI and SEDEX to inform our understanding of potential risks and to help us priorities our activities.

## Living our values, risks identified and action taken

During 2018 the focus of our sustainability and ethical trade programme has been:

- Supply Chain Mapping

We know that the first step in guarding against modern slavery is to understand and map the supply chain to assess actual and potential human rights and labour standards risks.

This year we have further developed our approach to risk assessment to include a review of country risks, sector risks, risks associated with types of work and employment and results of audits and site visits. This enables us to rank risks by degree of severity and responsibility and in turn, inform our action plan and schedule of site visits where we work with our suppliers to gather further information and agree a time bound improvement programme.

- Internal stakeholder engagement

We understand the importance of living our values in each decision we make. Our purchasing team are key to delivering against our sustainability strategy. We continue to invest in building capacity with the team, further embedding ethical trade principles in core process, through training and development particularly on tools and resources including SEDEX and The Joint Ethical Trading Initiatives Guide to Buying Responsibly.

- External stakeholder engagement

We recognise that to deliver against our strategy and protect and respect human rights and labour standards, we need to not only lead by example, but advocate and raise awareness of the issues and importantly partner with our suppliers and expert third parties such as the Ethical Trading Initiative to build and share knowledge and best practice as we work towards shared goals.



Paul Freestone  
Chair & Chief Executive  
Apetito UK & Canada