

Modern Slavery Statement 2020

Chelmer Foods Ltd is a UK based importer of dried fruits, nut, seed and pulses. Due to the nature of the business, the supply chains through which products are sourced are worldwide and may include additional steps such as agents, brokers, additional processors and other third parties. Due to the various countries involved and the complexity of some of the supply chains, Chelmer Foods Ltd understands that there is an inherent risk of modern slavery and we are committed to ensuring that we understand the risks of modern slavery. We endeavour to ensure that the risks of modern slavery are both controlled and limited.

The business currently employs 24 staff within the UK and utilises third party companies for services including distribution, warehousing and customs clearance. The company's small size and supply chain transparency within the UK ensures the risk of modern slavery is low. The primary area of concern for Chelmer Foods Ltd is the supply chain prior to the product reaching the UK. Products may be sourced worldwide from countries including Thailand, the Philippines, China, India and Chile. A number of key products for the company originate from Turkey including Raisins, Sultanas, Figs and Apricots. As Turkey was the number one country of origin of products in terms of tonnage for the company in the 2019-20 financial year, it is the top country of concern for the company.

In order to mitigate the risks of modern day slavery, we ensure that we question our suppliers (both abroad and within the UK) on the controls that they have in place. These controls include supplier questionnaires, membership to Sedex, SMETA audits and any further ethical policies and controls that they have in place. This assessment forms part of the supplier approval process which is controlled by the Technical departments, with overall responsibility on the board of Directors and Managing Director. Furthermore, we require all suppliers to map their supply chains to ensure that we have full transparency of the steps that the product goes through prior to reaching ourselves. We have also mapped the chain through which the product may go whilst it is under our control. For areas which we have identified as higher risk, such as Turkey, we have carried out additional checks including audits to further challenge the supplier's controls. We also aim to maintain good relationships with all our suppliers to ensure communications regarding these issues are open and honest.

The company has set out the below KPIs for the 2020 – 2021 financial year which will be used to monitor the company's continual improvement in this area:

- 70% suppliers to be Sedex registered (Currently 60.2%).
- Ensure all relevant staff are appropriately trained regarding modern slavery (including all Directors and any Technical staff involved in the supplier approval process).

Chelmer Foods Ltd is dedicated to ensuring that the risks of modern slavery within the business directly and its supply chains are understood by staff and appropriate actions are taken to ensure the risks are limited.



James Weaire

Managing Director

11th November 2020

