

## Modern Slavery Statement 2022

Chelmer Foods Ltd is committed to understand its responsibility and improve policies during sourcing of raw materials in an ethical frame. 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, 3<sup>rd</sup> party processors and other service providers. 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. Therefore, we endeavour to ensure that the risks of modern slavery are monitored and justified through our supplier approval, supply chain and due diligence practices.

Our business currently employs 48 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. Products may be sourced worldwide from countries including Turkey, China, India, Thailand, Philippines, Indonesia, and Chile which signify the primary area of concern for potential risk could be the supply chain steps prior to the product reaching the UK.

To mitigate the risks of modern-day slavery, we ensure that we review and assess our suppliers within the frame of ETI Base Code and compliance with the Act 2015. These controls include supplier audits/ questionnaires, SEDEX membership status, SMETA and other Ethical audits, any further ethical polices and controls that they have in place. As a Sedex AB member, Chelmer Foods can also view statistical data of all member suppliers and are able to share ethical data with customers to view and run the supplier audit reports. All these assessment forms part of our supplier approval process, which is controlled by the Technical Department, with overall responsibility by the Board of Directors at Chelmer Foods.

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. For areas which is identified as high risk, such as Turkey due to the volumes traded, we have carried out additional checks such as enrolling in customer initiated mated projects i.e., ILA to further challenge the suppliers' controls overall including grower practices.

We also aim to maintain good relationships with all our suppliers to ensure communications regarding these issues are addressed and resolved in an open and honest way.

The company has set out the below KPIs for the 2022-2023 financial year which will be used to monitor continual improvement in this area:

KPI element	Current	Target by 2023
Number of total Supplier Sites with Sedex Membership	85	100
At least 95% of their SAQs completed	65	80
2020 & 2021 Supplier Audits by CFL and Customers	20	Increase number of visit and audits per year basis given the reason we were not able to travel due to COVID restrictions.

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

James Weaire  
Managing Director

30/03/2022

