

Modern Slavery Statement 2023

Chelmer Foods Ltd is committed to understanding its responsibility and improving policies during the sourcing of raw materials in an ethical compliance 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, 3rd 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 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 52 staff within the UK and utilizes 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 from Turkey, China, India, Thailand, Philippines, Indonesia, and Chile may be sourced worldwide. The primary area of concern for potential risk could be the supply chain steps before the product reaches 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 Modern Slavery Act 2015. These controls include supplier audits/ questionnaires, SEDEX membership status, SMETA and other Ethical audits, and any further ethical policies and controls that they have in place. As a SEDEX AB member, Chelmer Foods can also view the statistical data of all member suppliers and able to share ethical data with customers to view and run the audit reports. All these assessments form part of the supplier approval process, which is controlled by our technical department and when required we do feedback and follow up on the NC close-offs and their action plans in a timely manner, with overall responsibility of the board of Directors and Managing Director at Chelmer Foods.

Furthermore, we require all suppliers to map their supply chains to ensure that we have full transparency of the steps the product goes through before reaching ourselves. We have also mapped the chain through which each product group may go whilst it is under our control. For areas that we have identified as higher risk, such as Turkey, we have carried out additional checks such as enrolling in customer-run projects i.e., FLA/ Harvesting the Future to further monitor and challenge the supplier's 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 2023-2024 financial year which will be used to monitor the company's continual improvement in this area:



KPI element	KPI Result for 2022	KPI Target 2023	KPI Results for 2023	KPI Target 2024
Number of total Supplier Sites with an Active Sedex Membership	85	100	95	110
At least 95% of their SAQs completed	65	80	77 (16.2% of our suppliers have less than 95% completion of SAQ)	90
Supplier Audits by CFL and Customers	20	We are aiming to increase this number per year basis as per we were not able to travel due to COVID restrictions.	36	50
FLA PROJECT Score Board Progress and Compliance	(New KPI parameter)	(New KPI parameter)	(New KPI parameter)	<ul style="list-style-type: none"> - Plan visits with suppliers during 2023 vine fruit and hazelnut harvest time to meet with growers at the vineyards in collaboration with customers that are enrolled in the project. - Set new targets for customer scoreboard assessment results.

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 the board and that appropriate actions are taken to ensure the risks are limited.



James Weaire
Managing Director

28/03/2022

