



Modern Slavery & Human Trafficking Statement

Introduction

Harlech Foodservice is committed to working ethically and with integrity.

Harlech Foodservice Ltd, has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no place for modern slavery or human trafficking in our supply chains or in any part of our business. We do not knowingly trade with or support any business involved in these practices.

We are committed to ensuring that our systems and controls to tackle modern slavery fully support and are compliant with the Modern Slavery Act 2015.

Our Modern Slavery Policy further strengthens our commitment to Modern Slavery & Human Trafficking.

Organisation Structure

Harlech Foodservice Ltd employs 250 employees and operates from five sites.

Harlech Foodservice Ltd is a wholesaler of Frozen, Chilled, Grocery, Ambient and Non-Food items to businesses throughout Wales, The Northwest and The Midlands. The Head Office is based at Llanystumdwy in North Wales, with further sites at Chester, Merthyr Tydfil, Telford and Carmarthen.

Since 1972, Harlech Foodservice has remained an independent, family owned and managed company with a promise to deliver quality, consistency, and great customer care.

Our Supply Chains

The majority of the products sold by Harlech Foodservice are sourced from UK suppliers. However, there may be some products that are purchased through buying groups based in the UK that have suppliers based outside of the UK. These may include the following countries:

Argentina	Cyprus	Iceland	Singapore
Australia	Czech Republic	India	South Africa
Austria	Denmark	Israel	Spain
Belgium	Dominican Republic	Italy	Sri Lanka
Brazil	Ecuador	Japan	Sweden
Bulgaria	Egypt	Malaysia	Turkey
Canada	France	The Netherlands	USA
Chile	Germany	Paraguay	Vietnam
China	Greece	Poland	
Colombia	Hungary	Romania	

Company Policies

Harlech Foodservice Ltd, has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no place for modern slavery or human trafficking in our supply chains or in any part of our business.

We have a number of internal procedures and policies that ensure we are conducting our business in a transparent and ethical manner. These include a specific Modern Slavery Awareness and Reporting Policy which is made available to all staff in their Employee Handbook. Harlech have a zero-tolerance stance to slavery and human trafficking within our own business and that of our suppliers.

Due Diligence processes & Risk Assessment

Harlech Foodservice operates a supplier approval process as part of our Quality Management System. We conduct due diligence on all suppliers before allowing them to become an approved supplier, together with re-approval of current suppliers at a fixed timescale. We use an ethical questionnaire which allows us to audit the supplier to ensure we have Responsible Procurement and fulfil the provisions of the Modern Slavery Act 2015. The Government National Minimum Wage Naming Scheme Rounds are also checked on an ongoing basis for supplier non-inclusion.

In addition to the above, as part of our contract with our suppliers, we require that they confirm to us that:

- They have taken steps to eradicate Modern Slavery within their business through relevant policies, right to work in the UK pre-employment checks and payment to employees of at least the National Minimum Wage.
- International suppliers pay their employees any minimum wage applicable within their sphere of operation.
- They operate a zero-tolerance approach to Modern Slavery within their own supply chain, including supplier due-diligence checks and mechanisms for reporting suspected instances of Modern Slavery & Human Trafficking.
- Where required, produce a Modern Slavery Statement detailing the steps they have taken to ensure their business and supply chain are slavery free.

The risk of Modern Slavery within our own business is low due to our business type, industry and our intention is to maintain compliance with the Act and take action if an instance of modern slavery is brought to our attention.

Management training and commitment

All Harlech Foodservice staff are sent a copy of our Modern Slavery & Human Trafficking Statement and Modern Slavery Policy alongside their Staff Handbook to read on commencement of employment. Any amendments to our policies are communicated to all employees through our online HR system.

We believe that increasing staff awareness and understanding of modern slavery is perhaps the most valuable activity on this subject that we can take as a company. We pledge to do this on an ongoing basis by way of toolbox talks and notices, including details of how to identify and report concerns of instances of suspected modern slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Signature

A handwritten signature in black ink, consisting of several overlapping loops and a horizontal line at the bottom.

Managing Director

Date 4/12/24

