

# **PETER THOMPSON GROUP LIMITED**

## **MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT**

This statement is made pursuant to Section 54 of The Modern Slavery Act 2015, and sets out Peter Thompson Group's understanding of all potential modern slavery risks related to its business. It also sets out the steps the Company will continue to take to prevent modern slavery and human trafficking in its business and supply chain.

### **INTRODUCTION**

Peter Thompson Group has a zero-tolerance approach to modern slavery. We explicitly prohibit servitude, forced labour, abuse, slavery, human trafficking and exploitation in our own businesses and our supply chains.

Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain or within our business. Our policy is communicated to all employees through our Employee Handbook, and we encourage our employees to report any activity they believe to be unlawful and/or in breach of our policies and standards.

### **OUR BUSINESS**

Peter Thompson Group's headquarters are located at Smithfield Market in London, United Kingdom. We specialise in the sourcing, processing and distribution of chilled, ambient and frozen products in the meat, specialist meal and fine foods categories. Our business is built on forging long-term partnerships with suppliers and customers, and we supply products for retail, food service, wholesale, hotels & restaurants, and directly to consumers.

### **OUR POLICIES**

Peter Thompson Group operates policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations. All our policies comply with relevant UK employment legislation.

The Company has a well-established Whistleblowing policy which allows employees to raise concerns in confidence. We are committed to ensuring that anyone raising a concern in good faith does not suffer any victimisation or detriment.

At the time of engaging with new vendors, contractors and business partners, we assess the likelihood of slavery or trafficking existing in those organisations and what measures are already in place to combat those risks. We are also in the process of adding Anti-Slavery clauses to our supplier contracts.

The Company is committed to developing risk assessment and due diligence processes in respect of suppliers, and will assess and consider the development of further measures where it is considered that there may be a heightened risk of slavery and human trafficking within these organisations.

We regularly review our direct supply chain to ensure that the risks of modern slavery and human trafficking are low. However, we remain vigilant to these risks, and we do all that we can to ensure that our suppliers understand that slavery and human trafficking cannot be allowed to take place in their organisations.

Organisations that fail to meet the Company's standards may jeopardise their ability to continue to do business with the Company and, ultimately, the Company may cease trading with any such supplier.

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code. Non-compliance with the Modern Slavery Act will lead to the termination of the business relationship.

## **DUE DILIGENCE & RISK ASSESSMENT**

Peter Thompson Group recognises that the principal exposure to modern slavery and human trafficking is within the supply chain. We, therefore, undertake due diligence when considering new suppliers, and review our existing suppliers.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and we are evolving and updating our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

Our policies aimed at preventing modern slavery and human trafficking are continuing to evolve and include:

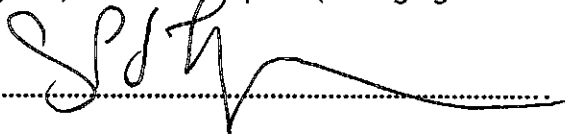
- Assessing and reviewing the supply chain to consider their particular product and or geographical risks of modern slavery and human trafficking;
- Conducting risk assessments to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that efforts can be focused on those areas;
- Engaging with existing suppliers to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses or their supply chains;
- Evaluating the modern slavery and human trafficking risks of each new supplier before engaging with them in business;
- Obtaining copies of accreditations and asking Suppliers to complete a self-assessment questionnaire on ethical compliance covering such areas as working hours, freedom of association, recruitment, accommodation, and health and safety
- Introducing contractual provisions in our contracts with our suppliers obliging them to adhere to anti modern slavery principles and to accept our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion;
- Writing an internal company policy on preventing hidden labour exploitation, and working collaboratively with employees on a programme to identify, tackle and report hidden labour exploitation;

**UNDERTAKING**

In addition to being available here on the Peter Thompson Group website, this Statement will also be submitted to the Modern Slavery Registry maintained by the Business & Human Rights Resource Centre.

As Managing Director, I will continue to lead this important agenda for our Company and will report annually on the steps that we have taken over the year.

This statement was approved by the Board of Peter Thompson Group Limited and signed on its behalf by me, Stuart Thompson (Managing Director).

Signed .....  .....