



## **Modern Slavery and Human Trafficking Statement**

### **Our business**

Holdsworth are delivered wholesalers of frozen, chilled and ambient pre-packed foods. We operate from 10 depots in Derbyshire, Yorkshire, Lincolnshire, Bedfordshire, Worcestershire, Powys, Essex & Dorset.

### **Our policies**

Holdsworth have a zero-tolerance stance to slavery and human trafficking within our own organisation and that of our suppliers. We pledge to continually review the measures we take to ensure that our supply chains are free from slavery. We operate a number of internal policies relating to procurement, recruitment and whistleblowing to ensure we are conducting business in an ethical and transparent manner.

### **Supply chain due diligence processes**

Holdsworth 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 flexible timescale based on risk. This process has been updated to include a section relating to the provisions of the Modern Slavery Act, together with an online check.

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 / National Living Wage as appropriate
- International suppliers pay their employees any prevailing minimum wage applicable within their country 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

### **Management commitment & training**

Several senior Holdsworth staff members, including those involved in the procurement of goods and services have undertaken training to understand Trafficking, Exploitation and Modern Slavery. The training examines different types of exploitation, how individuals become victim to abuse and what actions professionals should take to recognise victims and help them.

**This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and relates to the financial year ending 29<sup>th</sup> February 2020 and was approved by the Board of Directors on 5th March 2020.**



John A Marriott  
Managing Director

**Thursday 5th March 2020**