

Slavery and Human Trafficking Statement

Nigel Fredericks Limited
(‘The Company’)

Introduction from our Managing Director

Human Trafficking and Slavery is a very prevalent issue in our society. Each employee has a responsibility to play a part in ensuring that we minimise the risks in of this happening in our company and our supply chain. All employees should report any concerns to his or her manager to enable us to investigate and act as necessary.

Organisational Structure

We are a family owned catering butcher, supplying meat, poultry and game products to the catering and restaurant trade.

We have a head office in North West London and a distribution centre in Mansfield. We trade within the UK.

Our supply chains

Our supply chains include sourcing of raw material principally related to the food and butchery industry.

Our Policy on Slavery and Human Trafficking

Through diligence and a careful selection of our supply chain partners we are ensuring that there is no modern slavery or human trafficking in our supply chains. Our Anti-Slavery Policy that reflects our pledge to run an ethical business. Our integrity extends to all business relationships and to the implementation of effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or in our business dealings.

Due Diligence against Slavery and Human Trafficking

Our aim is to recognise and minimise all risks to ensure a high level of understanding concerning the risks of modern slavery and human trafficking being prevalent in our supply chains and our business:

- We run and manage our work premises to ensure optimum control of the work environment and the legality of those employed therein;
- We have a long-standing relationship with many of our suppliers and customers and there is a clear understanding by both parties of business expectations and company behaviour;
- We have both national & international supply chains; however our main point of contact is with a UK company or subsidiary;
- We ask and expect that these companies have suitable and similar anti-slavery and human trafficking policies and processes as those of our own;
- Our expectation is that each partner in the food chain carry out due diligence checks on their suppliers and business partners - as it is not practical, or feasible, to have a direct relationship with all participants in the food supply chain;
- In our company handbook we encourage any concerns to be reported in our Protected Disclosure (Whistle Blowers) Policy;
- Employee code of conduct, making clear to employees the actions and behaviours expected when representing the organisation;
- Recruitment / Agency workers policy. We use reputable employment agencies to source labour and verify the practises of those organisations. Our in house recruitment follows stringent reference and ID checks;
- We provide Slavery & Human Trafficking training to all managers and relevant members of staff. This also includes explanatory emails and notices in communal areas;
- All Company Directors have been briefed on the subject.

Supply Chain Compliance

Nigel Fredericks has a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and our contractors to respect and conform to our values and to demonstrate that they provide safe working conditions and treat workers with respect and act within the law. Our directors and sales managers are responsible for compliance in their respective departments and supplier relationships.

Monitoring our Effectiveness in Combating Slavery and Human Trafficking

We use the following measures to quantify how effective we have been to in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of In-House Audits by Senior Managers and Head of Operations;
- Supplier Audits by our Technical Managers;
- HR Manager's audit of personnel files, recruitment and payroll information;
- Communications with representatives of our supply chain to confirm their understanding of, and compliance with, our expectations and values.

This annual statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and establishes the company's Slavery and Human Trafficking Statement for April 2016 – March 2017.

Nigel Tottman

Managing Director

Nigel Fredericks Limited