



Modern Slavery Statement 2021 - Golden Acre Foods Group

**Golden Acre Foods Limited, Golden Acre Bakery Limited,
GADF Holdings Limited, GA Drinks Limited (“GA”)**

Introduction

At GA we recognise that Modern Slavery is a crime and violation of fundamental human rights. Modern Slavery includes slavery, servitude, forced and compulsory labour, human trafficking and any other deprivation of liberty for personal or commercial gain. We have a zero-tolerance approach to the perpetration of such crime whether within our own direct activity or anywhere in our supply chain.

Our Business

GA is principally an importer and distributor of food and drink products to the retail, wholesale and foodservice sectors. It is privately owned and has turnover of approximately £80m. Since August 2020, GA also operates a bagel bakery in Leeds.

Our Suppliers

Our suppliers include manufacturers, logistics providers and office and professional service support. Suppliers are almost exclusively from UK and EU and we consider that the risk of modern slavery or human trafficking is very low. We undertake to monitor our direct suppliers and to work with them where appropriate to ensure that modern day slavery is eliminated through the entire supply chain.

Our Protocols

The directors and staff of GA are committed to ensuring that their business activities are ethical and sustainable. We are members of the Supplier Ethical Data Exchange (SEDEX) and actively support the Ethical Trading Initiative. We conduct due diligence on our suppliers to assess the risk of modern slavery and the controls in place to prevent this.

We will not tolerate anyone being subject to physical, sexual, racial, psychological, verbal or any other form of harassment, bullying or abuse. Our Whistleblowing policy protects all our employees, enabling them to raise concerns about any suspected illegal or inappropriate action by the business in confidence and without risk of reprisals.



Risk Assessment

Senior managers at each GA location share our zero-tolerance to modern slavery and human trafficking. Temporary labour is only supplied from properly accredited businesses. Our suppliers are almost exclusively from UK and EU. We consider that the risk of modern slavery or human trafficking in our organisation and our supply chain is very low.

Continuous Improvement

As part of our continuous improvement actions, to help with our commitment towards eliminating modern day slavery and human rights abuses GA will take the following key actions:

- Key members of the business will complete the “Stronger Together” training.
- We will strengthen awareness of modern slavery, our values and our corporate policies through staff meetings.
- We will formalise our Code of Conduct for Suppliers.
- We will introduce an improved supplier ethical assessment questionnaire and review process.

Declaration

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Slavery and Human Trafficking Statement for the financial year ended 31 December 2020. It has been approved by the board of Directors on the date below and will be reviewed annually.

Signed on behalf of the members of the Golden Acre Foods Group

A handwritten signature in blue ink, appearing to read 'Neale Powell-Cook', is written over a horizontal line.

Neale Powell-Cook

Director

14 May 2021