

MODERN SLAVERY STATEMENT

Introduction

KFF is a well-established specialist supplier of frozen, chilled, ambient food products and other consumer goods to the foodservice industry. In 2018, we became a part of the Sysco Corporation, the global leader in foodservice. Since then, we have been in a transition phase of adapting our business structures and processes to the new global framework we now operate within, as well as continuing to ensure our compliance with all applicable UK laws, regulations, and best practice.

KFF is fully committed to ethical working practices, and, as a company, regards inhumane conditions such as slavery, worker exploitation, and human trafficking as completely unacceptable either within our own business or through our supply chains.

We recognise that modern slavery, which can take many forms, is a crime, and we strive to act ethically and with integrity in all our business dealings and relationships, and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business, or in any of our supply chains.

KFF has in place ethical trading standards according to which each of our suppliers is required to adhere as a minimum, as well as a set of values which require us, among other things, to act with integrity and responsibility, and to always do the right thing. Our commitment to anti-slavery and human trafficking is further strengthened with our Modern Slavery Policy which applies to all employees, officers, workers, contractors, suppliers and other business partners.

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. Our Board fully supports the aims of the Modern Slavery Act and is committed to combating the risk of slavery and human trafficking in our business.

Our Supply Chain

Whilst many of the products sold by KFF are sourced from the UK, we also source globally to support the range, quality, provenance, availability, and price requirements of our customers.

Prevention of slavery and human trafficking in KFF's workforce

Right to Work Checks

All colleagues employed by KFF who work on a temporary, fixed term or permanent basis are subject to a right to work check in accordance with UK legislation. A person is unable to commence work for KFF unless they first satisfy us that they are legally able to work within the UK.

Resourcing

Where KFF employs the services of an employment agency to source candidates for permanent or fixed term positions, we will use agencies of good repute and who are listed on our preferred supplier list. KFF requires the agencies to undertake appropriate background checks on prospective colleagues, in conjunction with our own checks.

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Agency Workers

Where KFF uses temporary workers supplied through an employment agency, we require the agency to undertake appropriate background checks on the agency worker and we expect all agencies to comply with our Ethical Trading Code of Conduct, which incorporates compliance with the Modern Slavery Act and other critical legislation. We operate a preferred supplier list for these employment agencies to help ensure the agencies used are of good reputation and maintain the high standards we expect.

If KFF identifies that an employment agency is not adhering to our standards, the agency will be removed from the preferred supplier list and will not be engaged in any further recruitment activity on any basis.

Whistleblowing policy

KFF has a whistleblowing policy in place under Sysco's Global Code of Conduct, which applies to all employees, casual workers, agency staff, contractors, subcontractors, agents, sponsors, suppliers or any other person associated with KFF. Any colleague who has concerns about any aspect of KFF or our supply chain is able to disclose their concerns confidentially through the Ethics Line. Any concerns are investigated thoroughly.

Prevention of slavery and human trafficking in KFF supply chains

Supplier adherence to our values

To ensure all those in our supply chain comply with our values, all our suppliers must go through screening process and sign up to our 'Code of Practice for Suppliers'.

KFF is now a member of SEDEX, one of the world's largest collaborative platforms for sharing responsible sourcing data on supply chain. The SEDEX platform assists KFF and its suppliers with managing and improving performance when it comes to labour rights, health and safety, the environment and business ethics and we are currently working towards linking our suppliers to SEDEX to ensure effective monitoring and transparency.

We will continue to review the effectiveness of these controls in reducing the risk of unethical practices.

Training

KFF's policies and standards are readily available to colleagues through our shared document network and physical notice boards. We continue to train all managers in conducting right to work checks in respect of new starters and we have improved our processes such that no new employee can be set-up on payroll without having first passed a right to work check.

Reporting on our Progress

All of our relevant policies are reviewed annually to continuously monitor and implement any changes required by the Modern Slavery Act 2015 within our business and supply chain. We work with our suppliers to ensure they were aware of our joint responsibilities and our requirement for them to adhere to the practices and controls we put in place to ensure the welfare of those employed within their supply chain. We also continue to remind our suppliers that we require their cooperation with any inspections and / or investigations conducted by KFF from time to time to allow us to verify compliance with our policies.

KFF continues to train all managers in conducting right to work checks in respect of new starters and we have improved our processes such that no new employee can be set-up on payroll without having first passed a right to work check. Further guidance is provided to managers in a document known as the 'manager's toolkit' and is accompanied by a short video to support their learning and understanding.

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KFF has formed an action group which comprises colleagues from our Merchandising, Technical, Human Resources and Legal teams to review our Modern Slavery Statement and related policies and to consider what further improvements can be implemented by the business.

We continue to review the effectiveness of our supply chain controls in reducing the risk of unethical practices and we have now started to utilise a new SEDEX tool that provides us with enhanced visibility of the ethical risks across our supply chain by allowing us to review our supplier data more closely and, thereby, better identify risk areas.

During the last 12 months we can confirm that there have been no reports of slavery or human trafficking within the KFF supply chain.

Further Steps

We recognise that more can always be done to tackle Modern Slavery and, as a business, we remain committed to helping to increase awareness of the issue and to a process of ongoing review of our practices and policies, including our Modern Slavery Policy and Supplier Code of Conduct, to combat the risk of slavery and human trafficking. We intend to take the following steps to continue to further combat these risks, going forward:

- We will ensure that our management team who, in conjunction with our Human Resource department, takes part in employee recruitment, are provided with appropriate and detailed training to ensure their understanding of their obligations under the Modern Slavery Act 2015.
- Our Induction Pack for new employees will include an awareness training document to ensure company's zero-tolerance approach towards Modern Slavery is communicated to all new starters.

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



Signed.....
Phillip White – MANAGING DIRECTOR

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