

Deliveroo

Modern Slavery Act Statement (FYE 31 December 2018)

1 Introduction

- 1.1 Founded in London in 2013, Deliveroo's purpose is to be the definitive food company, bringing people the world's best food whenever and wherever they want it. We do this by embedding our values in all that we do and we oppose all forms of slavery, servitude, compulsory or forced labour and human trafficking.
- 1.2 This statement is intended to fulfil the UK Modern Slavery Act 2015, section 54 requirement for Roofoods Ltd (trading as Deliveroo) for the financial year ended 31 December 2018.

2 Our business and supply chain

- 2.1 Deliveroo provides customers with the ability to order amazing food from local restaurants who may not otherwise deliver. We work with thousands of restaurant chains and independent restaurants as a partner to boost their growth. We also provide well-paid flexible work to thousands of riders across the UK.
- 2.2 We are headquartered in London, where we were founded in 2013. We now have operations in 14 countries across Europe, the Middle East, Southeast Asia and Australia, with more than 2,500 employees worldwide.
- 2.3 We work with over 80,000 restaurants globally and more than 60,000 riders. We work with a number of key direct suppliers, who provide us with goods, such as equipment for our restaurant partners, and services, such as IT software, marketing and background checks on riders.

3 Slavery and human trafficking risks in our business and supply chain

- 3.1 In 2018, we continued to review our policies and procedures that address anti-slavery and human trafficking with the aim of identifying key areas of risks and areas for future development.
- 3.2 We also reflected on where potential slavery and human trafficking risks could arise in our business and supply chain. We are alert to where our operations are at higher risk of incidences of slavery and human trafficking, and we have measures in place to take appropriate action should such incidences arise.
- 3.3 Following the review, we developed goals to better manage our risks. In this statement, we detail some of our progress to date and immediate plans for the future.

4 Policies

- 4.1 Our board approved an Anti-Slavery and Human Trafficking Policy in 2017, which communicates our zero-tolerance approach to slavery and human trafficking. The Policy applies across our business globally, including to our employees, directors, contractors and business partners amongst others.
- 4.2 Guidelines are provided for reporting suspected breaches of the Policy. Any breaches of the Policy by employees will be dealt with through Deliveroo's disciplinary procedures. Suspected breaches by other individuals and organisations that work with us or on our behalf will be taken extremely seriously. A breach of our policy would result in the termination of our relationship(s) with them.
- 4.3 In 2018, we continued reviewing our contracts with suppliers and riders to address slavery and

human trafficking risk across our business and supply chain with a view to making amendments to these in order to cover and address slavery and human trafficking risks.

- 4.4 We also put in place a Whistleblowing Policy in the UK in 2018. This is also being rolled out globally. This provides guidance to employees as well as requiring employees to disclose any malpractice they become aware of. We have also put in place a mechanism for employees globally to anonymously report suspected malpractice.
- 4.5 Since Q4 2018 we have included our new "*Supplier Code of Conduct*" in our requests for proposals to potential suppliers of our business. This includes clauses that address slavery and human trafficking risk. All our current and potential suppliers need to adhere and agree to this if they wish to work with us. We have also since Q4 2018 began using our new standard template "*Master Services Agreement*" with suppliers of our business which covers the Modern Slavery Act. Further, in 2018, we integrated anti-slavery and human trafficking contractual clauses into our template contracts with our restaurant partners.
- 4.6 We have included anti-slavery provisions in the supplier agreements for riders with whom we work globally. We have done so by updating the old form supplier agreements with the riders and including specific language in these agreements to cater for the compliance with all applicable anti-slavery and human trafficking laws.

5 Due diligence

- 5.1 We (or third-party suppliers on our behalf) conduct background checks prior to engaging with any rider. This includes verification of each rider's right to work (right to work check conducted globally), proof of address and criminal record checks where we are legally able to do so (currently the UK and Australia) and a statement of their responsibility to conduct the equivalent checks with any substitutes working on their behalf. We conduct regular checks to ensure riders are complying with their obligations when working with substitutes, and we work closely with the relevant authorities, including the Home Office in the UK, to share the information and intelligence we gather as a result.

6 Conduct and training

- 6.1 We have a New Joiner Guide and Employee Conduct Protocols which are provided to new Deliveroo employees upon the start of their employment. These communicate what we expect of new employees and our values. New employees meet with our legal team to ensure that these values are clear to them and to give them an opportunity to ask any questions they may have.
- 6.2 In addition, we also provide all our employees with access to a "*Welcome to Deliveroo*" guide which further emphasises our values as a business.
- 6.3 We continue to develop compliance training for employees, reflecting our commitment to the prevention of slavery and human trafficking.

7 Monitoring and evaluation

- 7.1 As noted above, in 2018, we integrated anti-slavery and human trafficking contractual clauses into our template contracts with our restaurant partners as well as our template contracts with our suppliers of goods and services. From Q4 2018 all new restaurant partners entered into contracts with the integrated anti-slavery and human trafficking contractual clauses and we continue to transfer our existing restaurant partners, who are on legacy restaurant contracts, onto our new restaurant contract. We make our Modern Slavery Statement available to our restaurant partners. This sets out our commitment to having a supply chain that is free from human trafficking and forced labour and our expectation that our restaurant partners share our values.

- 7.2 The performance of employees, suppliers, business partners and contractors and how they meet our values is important to us. We will continue to consider how we can enhance our monitoring to address slavery and human trafficking risk.

This statement has been approved by the board of Roofoods Ltd.



William Shu (Director)