



Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we will take to ensure that our business as well as our supply chains are free from slavery and human trafficking during the year ending 30th November 2019. The Authentic Food Company is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

Our Organisation: The Authentic Food Company is a manufacturer of frozen ready meals for the Retail, Foodservice and Own Label Sectors employing 300 people at 3 locations in the UK.

Nature of our Supply Chains: Our key supply chains involve the purchase of protein, vegetables and packaging from Domestic, European and Continental locations in Asia, Africa, North American and South America. Due to the nature of our products the ingredients used are authentic and traditional and often exclusively produced in Asia and South America.

A number of nations are widely considered to be 'High Risk' with regards to overall labour rights and protection (and influencing factors such as 'Rule of Law', Health & Safety and corruption); TAFC do source from a number of these 'High Risk' countries and manage this accordingly.

Policies relating to slavery and human trafficking: Our CSR and Anti-slavery Policy reflects our commitment to implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains and to acting ethically and with integrity in all our business activities and relationships. We ensure that our suppliers are aware of our policies and take appropriate measures to ensure that our suppliers adhere to the same high standards.

Risk assessment: Modern slavery is managed as part of our overall ethical sourcing risk management, elements of our supplier approval require every supplier to confirm conformance to the ETI Base Code and to the Modern Slavery Act, where applicable. All suppliers are risk assessed and we use supplier social responsibility audits (SMETA, SA8000 or equivalent) and Sedex data to carry out our own assessment of their compliance.

Since 2017 ethical compliance has been a prerequisite for approval of suppliers sourcing from 'High Risk' nations. At the beginning of 2018 we introduced a program to gather ethical compliance information for all existing suppliers, predominantly using Sedex. To date the results of this program looks like this:

55% of our suppliers are in process of sharing their Ethical Compliance data.

36% of our suppliers are fully sharing their Ethical Compliance data.

By the end of November 2019 we expect this to be at least 50% of suppliers that are sharing their Ethical Compliance data.

Where we become aware of breaches of the ETI base code or Modern Slavery within our supply chain, either through the above program or through any other activity, we will take action that we consider appropriate. We will work with suppliers to resolve issues. If



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suppliers are unable or unwilling to address critical issues associated with any breach we reserve our right to terminate the relationship in accordance with our contractual rights.

We monitor horizon scanning services and industry bodies for alerts on particular geographical, product or process related issues. We also seek to continually review the operations of existing suppliers in relation to the risk of modern slavery and human trafficking through Supplier Questionnaires and Supplier Audits and create a risk profile for each of our suppliers with whom we do business.

Confidential staff interviews for both permanent and agency labour shall take place on a monthly basis using the Stronger Together tools focusing on the indicators of modern slavery and forced labour. Our target is to have met with 50% of our colleagues by November 2019.

Due diligence processes in relation to slavery and human trafficking: In order to monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains we aim to undertake annual audits of all suppliers identified as being high risk according to the risk assessment procedures described above. Our labour provider is audited on a bi-annual basis.

Staff training: All staff will be briefed on a bi-annual basis using the tools provided by the Stronger Together initiative. We will provide training to key staff to help them to identify potential issues and ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk. We will also require our key suppliers to provide such training to their own staff. We will make specific provision in our whistleblowing policy for the protection of those who whistle-blow in relation to an issue of modern slavery. We have a confidential open process to support all employees in raising concerns through our Whistleblowing Policy and Whistleblowing hotline which is run by a third party - Safecall.

Monitoring of our Anti-slavery Policy: We are audited against the ETI Base Code and a recognised accredited social responsibility audit regarding our ethical obligations and conformity with the Modern Slavery Act.

Transparency: We are committed to reporting our progress through this statement which we will review and update on an annual basis.

Simon Cowdroy - People Director

1st December 2018