

# Castell Howell Foods

## Anti-slavery and Human Trafficking Transparency Statement



2016 - 2017

### Introduction

Castell Howell Foods Limited is committed to taking all reasonable steps to prevent the exploitation and abuse of men, women and children at all stages within our supply chain in full support of and compliance with the provisions of the Modern Slavery Act 2015.

### Organisational Structure

Castell Howell Foods Limited, which includes our associated Companies, Celtica Foods and Farm Fresh Foods, operate from six UK sites. The main offices, warehouse and distribution depot, Farm Fresh Sandwich Fillings and Celtica Foods are based in Cross Hands, while Farm Fresh Cooked Meats and the Cash and Carry are based in Carmarthen. In addition, we operate from 4 out-depots; Merthyr Tydfil, Avonmouth, Chirk and Blaenau Ffestiniog.

Our 650 employees, including those in our associated Companies, Celtica Foods Limited and Farm Fresh Foods Limited are currently paid at a rate of or higher than that of the National Living Wage and their contracts and hours of work are in accordance with the provisions of the Working Time Regulations.

Our Annual turnover is £94.3 million up to October 2015.

### Our supply chains

The Company's main business is derived from the purchase and resale of food products for profit from a wide range of suppliers. The majority of those suppliers are based in the United Kingdom, which are regulated by UK legislation with regard to acceptable working procedures, adequate Health and Safety procedures, Working Time Regulations and in compliance with Human Rights legislation. Suppliers based outside of the UK include those from Spain, France, Belgium, Hungary, the Netherlands, Poland, Australia, New Zealand, China, Thailand and the USA.

### Our Policy

We are committed to reviewing our supply chain in order to ensure that slavery and human trafficking does not exist in any part of our business or supply chains, by assessing current measures and by determining any further measures that may be required. In line with this, we have implemented and frequently review our anti-slavery and human trafficking policy. Consideration is paid to the provisions of the MSA 2015 in all other procedures and policies, such as recruitment, procurement and whistleblowing.

### Due Diligence processes

We operate a zero tolerance approach to slavery and human trafficking and would expect our suppliers to comply with this standard also. As part of our commitment to the Modern Slavery Act 2015, we have obtained the signatures of suppliers on the Company MSA 2015 Supplier Declaration form. By signing this, each supplier confirms their commitment to: -

- Produce and publish a Modern Slavery transparency statement, if required by the criteria of the Act;
- Produce a Modern Slavery policy appropriate to the business;
- Commit to due diligence procedures with respect to slavery and human trafficking in the selection of their suppliers;
- Include anti-slavery and human trafficking considerations in their resourcing strategy and employment terms; and
- Ensure the commitment of Senior Management to the significance of the Modern Slavery Act 2015.

In addition, new suppliers are assessed through completion of the Company 'Assessment Questionnaire for Suppliers', which includes questions pertinent to the provisions of the Act.

### **Risk**

Our due diligence process focuses on suppliers in high-risk areas and countries that have lower social and environmental standards than in the UK. If any irrevocable failing is identified through the assessment questionnaire for suppliers, where possible the supplier-customer relationship will be terminated.

### **Training**

We intend to provide training to our purchasing staff and those who are responsible for the management of our supply chain to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and within our organisation.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Castell Howell Foods Limited Slavery and Human Trafficking statement for the current financial year.