

# Modern Slavery Statement

This statement has been created in accordance with the Modern Slavery Act (2015). It details the risks of modern slavery today and the steps we are taking to reduce and eliminate the risk both at Maple Fine Foods and within our supply chain.

The risks of modern slavery can affect all businesses regardless of location or industry. At Maple Fine Foods we are committed to ensuring a culture of ethical business practice throughout our chain and reporting information in an ethical and transparent manner.

As a provider of Halal meals, we aim to ensure the authenticity of these meals by ensuring every aspect of our operation and supply chain is ethical. As a leading supplier of food into healthcare we want to make sure the health and wellbeing of all members of our operation and supply chain are also considered.

We aim to do this by

- Providing high quality, nutritionally balanced meals
- Encouraging and enhancing health and well being
- Empowering staff
- Ethical awareness throughout the team
- Sustainability objectives
- A culture of service and excellence

As a food manufacturer that prioritises quality raw ingredients with ethical and sustainable sourcing our supply chain is predominately consists of BRC approved suppliers where the culture of their organisation, staff training and whistleblowing are all part of the core standard. In addition to this we send all suppliers self-assessment questionnaires targeting the essential area of their business. This includes modern slavery, child labour, human trafficking and bonded labour. We also ask and try to encourage checks to their supply chain for these issues. Our dedication to protecting and respecting human rights and labour standards is a foundation of our ethical trading policy. We continuously develop our approach to increase our understanding of the risks of modern slavery within our supply chain and our commitment to ethical trading is threaded through the fabric of our organisation.

Our Ethical trading policy is based on the ethical trading initiative base code and the international labour organisations core conventions and sets out the minimum standards that we expect from our supply chain. Our purchasing team is aware of the risks of modern slavery and the importance of ensuring our supply chain is ethical and not implicated in any human right violations. Raw ingredient risk assessments include COO information and risk of human trafficking or modern slavery.

All staff are encouraged to report any concerns relating to their direct activities, any part of our organisation or our supply chain. This includes the risk of modern slavery. They are also made aware of their right to do this anonymously. They are made aware of this right on commencement of employment.

All potential employees are subject to preemployment checks to confirm their identity and right to work in the UK. In the event a recruitment agency is used, we ensure they comply with all legal requirements as a minimum.

Our culture and strategy regarding ethical trading and modern slavery is reviewed once a year and areas for improvement recognised, it is also discussed monthly and any incident will be dealt with immediately. Our team works hard to ensure these values are reflected throughout our team and supply chain to ensure the human rights of everyone associated with each meal are respected. This is achieved by regularly reviewing and assessing the suppliers for potential risks of modern slavery.

To emphasise the importance given to this we have included it in our threat and vulnerability assessment which includes considerations for both sector and country risks.

Signed



Date: 30/06/24