



SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remain a blight on our global society; this is reflected in the relatively recent introduction of the Modern Slavery Act 2015. We have a collective responsibility to be alert to the risks, however small, both within our business and the wider supply chain. Staff are expected to report concerns, and management are expected to act upon them.

ORGANISATIONAL STRUCTURE AND BUSINESS

Nicol Hughes Foodservice is a private limited company based in Chester.

We are a leading supplier of frozen, chilled and ambient goods in North West England and North Wales.

Nicol Hughes provides a seven day delivery service to its customers, which include hotels, independent pubs and restaurants, delicatessens, holiday sites and destination pubs.

In addition to our drivers and warehouse staff, we have an accomplished sales team and experienced administrative support.

OUR SUPPLY CHAINS

Our supply chains include wholesalers and manufacturers, principally related to the provision of food, drink and ancillary hospitality products.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships; we aim to implement and enforce effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have adopted the following control measures:

- Where possible, we have built and maintained longstanding relationships with local and trusted suppliers, making clear our expectations of business behaviour.
- We recruit, vet and employ staff directly.
- We ensure compliance with current legislation and guidelines on the minimum wage in partnership with our payroll service provider.
- Promote a company culture whereby the reporting of concerns and the protection of informants is encouraged.
- We ensure that our point of contact in national and international supply chains is with an EU company. Our expectation is that such companies have their own anti-slavery and human trafficking policies and processes in place.

TRAINING

The Directors will provide training to staff as and when it is deemed appropriate and necessary.

MEASURING EFFECTIVENESS

- Monitor the degree of communication and personal contact with the next links in the supply chain and as a consequence understand their level of compliance with our expectations.
- Robust vetting and monitoring in our recruitment and payroll processes.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

Mark Moss

Managing Director

Nicol Hughes Foodservice

