

*The*  
**HERITAGE  
FINE FOOD**  
— COMPANY —  
*Ltd.*



## **Anti-Slavery and Human Trafficking Statement**

At The Heritage Fine Food Company, we uphold the highest standards of integrity and ethics, placing the wellbeing, dignity, and rights of all individuals at the forefront of our operations. We are unwavering in our commitment to eradicating modern slavery in all its forms, including slavery, servitude, forced labour, and human trafficking.

Modern slavery is a crime and a violation of fundamental human rights. At The Heritage Fine Food Company, we adopt a **zero-tolerance approach** and are committed to:

- Acting ethically and with integrity in all business dealings and supply chain relationships.
- Implementing and maintaining robust systems and controls to prevent modern slavery within our operations and supply chains.
- Promoting transparency and accountability in line with our obligations under the **Modern Slavery Act 2015**.

This statement applies to all individuals and organisations associated with our business, including employees, contractors, suppliers, and business partners, as well as all tiers of our supply chain.

### **Transparency and Supplier Standards**

We expect all contractors, suppliers, and business partners to share our commitment to ethical practices and human rights. Our contractual agreements include explicit prohibitions against:

- Forced, compulsory, or trafficked labour.
- Practices that exploit individuals or deprive them of their freedom.

We also require that our suppliers ensure their own supply chains adhere to these same high standards.

## **Roles and Responsibilities**

- **The Board of Directors** maintains oversight of our anti-slavery commitments, ensuring compliance with all legal and ethical obligations.
- **The Technical Manager** has operational responsibility for implementing this policy, monitoring its effectiveness, and addressing any concerns.
- **Employees, contractors, and partners** are expected to understand and comply with this policy and report any concerns promptly.

## **Awareness**

We provide guidance to ensure that all stakeholders understand the risks of modern slavery and their responsibilities under this policy. This includes clear communication of our expectations and specific prohibitions on forced labour within contracts.

## **Ongoing Monitoring and Improvement**

To ensure the effectiveness of our approach, we:

1. Conduct regular audits of our internal processes.
2. Work closely with suppliers to address and mitigate any identified risks.
3. Review and update this statement annually to reflect changes in legislation and best practices.

## **Raising Concerns**

We encourage all individuals to report any concerns regarding modern slavery or unethical practices. Reports can be made confidentially to a line manager or directly to the Technical Manager, and whistleblowers will be supported in accordance with UK whistleblowing laws.

By embedding these principles into every aspect of our business, we aim to play an active role in the global fight against modern slavery.