

GoodLife Foods UK

Anti Slavery and Human Trafficking Statement 2020

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps GoodLife Foods have taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. GoodLife Foods has a zero tolerance approach to modern slavery. We explicitly prohibit abuse, slavery, servitude, forced labour, human trafficking and exploitation in our own business and our supply chain. We are committed to acting ethically and with integrity in our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or those of our suppliers.

GoodLife Foods

GoodLife Foods is one of Europe's largest suppliers of both branded and private label frozen food products such as, frikandels (meat snacks), hamburgers, meat balls, mini snacks, croquettes, spring rolls, samosa, other ethnic buffet and dough-based snacks.

Next to meat-based products, we also manufacture an extensive range of vegetarian and vegan product solutions, working closely together with the Vegetarian Society.

Today we remain dedicated to providing excellent quality and service to our customers whilst delivering market leading innovation based on sound consumer trends and foresight. Our customers range from mainstream and budget retailers, Food Service and Business to Business partners. Our aspiration is to be the favoured supplier for customers and consumers alike in each category where we operate.

GoodLife Foods employs approximately 145 people at our site in Newark, Nottinghamshire.

We adhere to the Ethical Trading Initiative (ETI) Base Code and we encourage all our suppliers to adhere. As a business, we want to ensure that working conditions are safe and hygienic, child labour is not used, employment is freely chosen, living wage is paid, working hours are controlled and that there is no discrimination or harsh or inhumane treatment.

GoodLife Foods is committed to responsible procurement. Our supply base provides us with thousands of raw materials, ingredients, packaging items and pieces of equipment. GoodLife Foods uses around 150 different suppliers mostly from Europe and the UK.

Steps for the prevention of Modern Slavery

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and we are evolving and updating our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

We require all recruitment and employment agencies that we use to hold a GLAA (Gangmasters and Labour Abuse Authority) Licence.

Training has been and continues to be provided to key management personnel. This consists of training on the Ethical Trading Initiative Base Code, raising awareness and ensuring people understand the importance of modern-day slavery issues. The training provides tools to use in tackling modern slavery in the supply chain.

The cost of recruitment for GoodLife Foods is a business costs and no fee for recruitment is charged to workers, directly or indirectly.

We have a confidential whistleblowing hotline and issue confidential staff engagement questionnaires.

We are a B Member of Sedex and we require suppliers to become members of Sedex (thereby complying with the Ethical Trading Initiative Base Code) and to link us on the Sedex platform so that we can have visibility of their ethical status and can better understand compliance, development and risk from an ethical trading perspective.

This statement has been put together as part of our commitment to Section 54 (1) of the Modern Slavery Act 2015. It has been approved by the Senior Management Team (UK) of GoodLife Foods who will review and update it annually.



Signed: Ian Berresford, Managing Director, GoodLife Foods UK

Date: 30 January 2020