

This statement is made by Peter's Food Service Limited pursuant of Section 54 of the Modern Slavery Act 2015 (the 'Act') and constitutes our Slavery & Human Trafficking Statement of the financial year ending 30th April 2022.

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Introduction to an Understanding

It was said by the author Eldridge Cleaver that "you're either part of the solution or you're part of the problem". We at Peter's believe that the first steps towards a solution is first born from commitment towards having a firm foundation of understanding. From there we can build the building blocks of an answer to the problem.

Slavery did not end with abolition in the 19th century. Instead, it has changed into many forms that is present in all areas of the world which continues to harm people to this day on a vast scale. Figures have risen from the previous 2017 global estimates of 40million to 50million people in 2021 that are in situations of slavery on any given day. This equates to nearly one person for every 150 people in the world.

The rise in numbers affected is alarming and illustrates the task that lies ahead. Recent adverse crisis events have compounded efforts. Events such as the Covid-19 pandemic, armed conflicts and climate change have served to fan the flames providing further opportunities to exploit those already in situations of vulnerability. Leading to unprecedented disruption to employment, education, increases of those in extreme poverty, forced or unsafe migration on large scales, upsurge of reports of gender-based violence that all together only serve to heighten the risks of all form of modern-day slavery occurring.

The global community is committed towards eradicating modern slavery by 2030.

Forms of Modern Slavery include:

- **Forced Labour** – where any work or services which people are forced to do against their will under the threat of punishment.
- **State Imposed Forced Labour** – There are generally two distinct types of SIFL: compulsory labour by citizens, for example when national or local authorities force otherwise free citizens to work, perhaps during harvest season or as a means of mobilising labour for economic development; and work carried out by prisoners and detainees in breach of ILO Forced Labour Conventions. The exploitation of prison labour in some industrialized countries also constitutes forced labour, as prisoners in private prisons are expected to work for wages way below legal minimum wage.
- **Debt Bondage or Bonded Labour** – the world's most widespread form of slavery. Where people borrow money unable to repay. They are then forced to work that debt off, losing control of work conditions and debt.
- **Human Trafficking** – involves transporting, recruiting or harbouring people for the purpose of exploitation, using violence, threats or coercion.
- **Descent-based Slavery** – people can be born into slavery, because relatives were enslaved; they remain in slavery by descent.
- **Child Slavery** – not to be confused with child labour. Whilst child labour is harmful in hindering education and development. Child slavery occurs when a child is exploited for someone's gain. It can include trafficking, child soldiers, child marriage and domestic slavery.
- **Forced and Early Marriage** – when someone is married against their will and unable to leave that marriage. Most child marriages can be considered as slavery.
- **Crime** – victims being forced into activities conducting crime such as shoplifting, etc.
- **Organ Harvesting** – victim's organs, blood or eggs may be taken to be sold.
- **Sexual Exploitation** – where victim's can be forced to work within the sex industry in a variety of ways, including children.

The writer Elie Wiesel once said "Indifference is always the friend of the enemy, for it benefits the aggressor – never the victim, whose pain is magnified when he or she feels forgotten. To be indifferent to suffering is to lose one's humanity."

At Peter's we firmly believe we've a duty and a role to play in eradicating this abhorrent practice, by understanding our business and supply chains then identifying where potential hidden risks may lie. There is no doubt that this is a complex issue to address and are aware that the road ahead will be a difficult one. However, we are carried on that journey by a profound sense of hope. Only together and working with our suppliers, service providers and partnership organisations collectively can we make a difference.

(1) Our Structure, Business and its Supply Chains:

Peter's Food Service Limited shareholders are committed to this statement and associated policies. Shareholders include Stage Capital together with senior on-site senior management representatives. A single significant manufacturing site located in Bedwas near Cardiff, South Wales since 1975 producing savoury pastry products and sausages. In addition there are 7 depot hubs throughout the UK that operate a Food Service Division on a local community basis. In total for the whole UK we employ more than six hundred employees, the majority of which are factory based in Bedwas.

Our customer base is varied where we deal with major retailers as well as catering suppliers and typically but not limited to councils, schools, colleges, sports stadiums, restaurants, retail outlets on a local basis.

Equally the supply chain is complex and needs to be split into its individual components between ingredients, services, contractors and bought-in goods. For example, we use more than five hundred ingredients that are sourced from all over the world.

(2) Policies on Modern Slavery:

In the past we've published a joint Modern Slavery Statement and Policy document incorporating Human Trafficking. We've also recognised that there are directly associated policies and procedures including our Human Rights and Ethical Trading Policy documents. Furthermore our Dignity at Work and Training policies are also indirectly associated amongst others. We believe and recognise that these policies need to be gathered under the stewardship of one overriding umbrella which ensures our core values as an organisation are abundantly clear and transparent to those within the organisation as well as those outside – including our supply chain.

(3) Due Diligence Processes:

Since our first published statement in 2016 as an integral element of our supplier approval process we've incorporated processes that interrogate controls that seek assurances in this aspect. As a core value we still hold true is that we will not support or deal with any business knowingly involved with any aspect of Modern Slavery.

We recognise that efforts have been made and to date we've not detected or come across any evidence of Modern Slavery neither within our organisation nor within our supply chain.

Furthermore we subscribe to SEDEX as an AB member, where our internal processes are ethically audited against the Sedex Members Ethical Trade Audit standard which cover Sedex's four pillars of Labour, Health & Safety, Environment and Business Ethics. We've displayed an improving trend over the years of audits conducted. These audit reports are published and shared with key customers that we've linked with via the SEDEX Advance portal. In addition, suppliers reports are also shared not only with ourselves but with key customers. We shall continue to work with our customers and suppliers in this regard.

Internally our recruitment policies and conduct play a key role in this aspect where we apply strict codes of conduct that go beyond those guidelines issued by authorities.

(4) Assessing & Managing the Risk of Modern Slavery:

We've recognised we've detected no instances or evidence of Modern Slavery in our supply chains. However, we've questioned the validity of that statement and recognise that our processes need to continually adapt and change to keep pace with the practices used by criminals to perpetrate acts of modern slavery. We've sought to understand our supply chains better and have developed a risk assessment tool. This requires further development work in order to identify key commodities against country of origin and reference those supplies with indexes of where slavery presides (such as the Global Slavery Index). Priorities of risk shall be established based upon the potential severity of their impact. Work in this area is to continue.

It is also the case that we must seek further knowledge and detail beyond the first tier of supply. This will be a key factor in being able to locate key "Hot Spots" for potential occurrences of modern slavery.

Although we already work with key service providers and contractors in this aspect, we recognise that greater effort is required and the risk assessment tool may be adapted to take other aspects of the supply chain into account. Key engagement strategies will be developed in order to ensure a robust, thorough investigative or auditing review process is deployed according to circumstances.

(5) Measuring Effectiveness:

Measuring and monitoring the level of effectiveness of actions to identify potential and actual acts of modern slavery, as well as preventing such acts, is a challenging prospect. Internally our ongoing SEDEX compliance activities and processes play a pivotal role in ensuring we aspire and meet that challenge head on.

Other avenues exist internally in terms of gauging effectiveness. We operate a variety of "Whistle-blower" processes or opportunities and have done so for many years, including a recently in-house automated anonymous service. There have been no reported instances of Modern Slavery.

Stronger Together has developed and launched recently (July 2018) a Progress Reporting Tool which enables us to participate, benchmark and gauge our activities in respect of tracking our implementation of strategy, practices and processes to tackle modern slavery.

Reporting on related activities is incorporated within formal Board reports.

We shall continue to review and evolve measurement techniques in line with activities as they progress.

(6) Training, Relationship's and Partnerships:

Recognising the role of our colleagues is a key aspect. Knowledge, responsibility, awareness and ultimately conduct or action are vital in recognising and fighting the crime of human rights violations. After all, indifference is not an option. Therefore training of colleagues is an essential element of encouraging and nurturing the correct attitude.

All colleagues entering the organisation at all levels receive basic awareness training and are advised towards appropriate avenues of action.

We recognise that this training needs to be more expansive in terms of engaging with colleagues and has to be refreshed on a continual basis. Furthermore we recognise that specific targeted training of colleagues needs to be deployed.

It is our intention to develop a training program and engage with our identified key suppliers.

Collaboration with external bodies, as partners, is also a critical element:

 Membership with Stronger Together allows us access to best practice materials and resources. An organisation held in high esteem within our sector and continues to be a formidable ally.	 AB Membership and compliance to Sedex allows us to access an independent 3rd party regime in order to identify potential systemic weaknesses for improvement. Also to interrogate the supply chain in terms of Sedex performance.
 We reached out to Issara which served to increase our understanding of the issues and obstacles at hand. But also the work undertaken by Issara. We would very much like to work further in the future.	 We've accessed and used 'Walk Free' resources with their kind permission. An invaluable source.
References / Sources: Walk Free Global Estimates of Modern Slavery 2022 Walk Free	



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Peter's Food Service Limited

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