

## Modern Slavery Statement 2023 - 2024

Chelmer Foods Ltd is committed to understanding our ethical compliance responsibilities and improving our policies with regarding to ethical raw material sourcing. Due to the nature of the business, the supply chains through which products are sourced are worldwide and may include additional steps such as agents, brokers, 3<sup>rd</sup> party processors, and other service providers. Due to the various countries involved and the complexity of some of the supply chains, Chelmer Foods Ltd understands that there is an inherent risk of modern slavery. Therefore, we endeavour to ensure that the risks of modern slavery are monitored and controlled through our supplier approval, supply chain, and due diligence processes.

Our business currently employs 50 staff within the UK and Turkey, and utilises third-party companies for services including distribution, warehousing, and customs clearance. The company's relatively small size and supply chain transparency within the UK ensures the risk of modern slavery is low. Products may be sourced worldwide from countries including Turkey, China, India, Thailand, Philippines, Indonesia and Chile. The primary area of concern for potential risk is the supply chain steps before the product reaches the UK.

To mitigate the risks of modern-day slavery, we ensure that we review and assess our suppliers within the frame of ETI Base Code and compliance with the Modern Slavery Act 2015. These controls include supplier audits/questionnaires, SEDEX membership status, SMETA and other ethical audits, and any further ethical policies and controls that they have in place. As a SEDEX AB member, Chelmer Foods can also view the statistical data of linked suppliers and are able to share ethical data with customers to view and run reports. When required, we do issue NCs related to ethical matters and ensure that these are closed off in an effective and timely manner. All these assessments form part of the supplier approval process, which is controlled by our technical department, with overall responsibility with the board of Directors and Managing Director at Chelmer Foods.

Furthermore, we require all suppliers to map their supply chains to ensure that we have full transparency of the steps the product goes through before reaching ourselves. We have also mapped the chain through which each product group may go whilst it is under our control. For products that we have identified as higher risk, such as products of Turkish origin, we have carried out additional controls such as enrolling in customer-run projects e.g., FLA/ Harvesting the Future, to further monitor and challenge our suppliers, including grower practices.

We also aim to maintain good relationships with all our suppliers to ensure communications regarding these issues are addressed and resolved in an open and honest way.

The company has set out the below KPIs for the 2023-2024 financial year which will be used to monitor the company's continual improvement in this area:

KPI	Target for 2022 - 2023	Outcome for 2022 - 2023	Target for 2023 - 2024
Number of supplier sites with an active Sedex membership	100	95	105
Number of suppliers with ≥95% of their Sedex SAQ completed	80	77 (16.2% of our suppliers have <95% completion of Sedex SAQ)	85
Supplier Audits by CFL and Customers	- No target due to long term effects of COVID on travel	36	40



# Chelmer Foods Limited

Head Office;  
220 The Courtyard,  
Skyline 120 Business Park,  
Braintree, Essex, CM77 7AA

Tel: 01376 343500  
Email: sales@chelmerfoods.com  
www.chelmerfoods.com

<p>FLA PROJECT Score Board Progress and Compliance</p>	<p>- New KPI</p>	<p>- New KPI</p>	<ul style="list-style-type: none"> <li>- Plan visits with suppliers during 2023 vine fruit and hazelnut harvest to meet with growers at vineyards in collaboration with customers that are enrolled in the project.</li> <li>- Set new targets for customer scoreboard assessment results.</li> </ul>
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Chelmer Foods Ltd is dedicated to ensuring that the risks of modern slavery within the business and its supply chains are understood by all members of the board and that appropriate actions are taken to ensure the risks are limited.

James Weaire  
Managing Director  
06/06/2023

