

## **BFS GROUP LIMITED MODERN SLAVERY STATEMENT**

### **The Business**

BFS Group Limited (the “Company”) is a company registered in England and Wales operates two distinct trading divisions: “Bidfood;” and “Best Food Logistics.”

*Bidfood* is a delivered wholesale operation with a network of depots across the UK. Bidfood includes a range of sub-brands. Bidfood stocks and supplies in excess of 10,000 products both own brand and branded (comprising ambient, frozen, chilled and fresh food products and catering supplies) to its customers in the UK who include contract caterers, hotels, local authorities, schools, Government departments, and restaurants.

*Best Food Logistics* is a distributor to the UK hospitality and restaurant sector which offers a choice of tailored supply chain services to its customers (leading restaurant chains) in the UK – such services include the purchasing, warehousing and distribution of ambient, chilled and frozen food products as well as non-foods and small-wares products all of which are sourced and selected by Best Food Logistics’ customers themselves.

### **Zero tolerance**

The Company recognises that modern slavery is a crime that can take many forms such as: such as slavery, servitude, forced and compulsory labour and human trafficking. The Company has a zero-tolerance approach to modern slavery both within its own businesses and in its dealings with other organisations.

### **Suppliers**

The Company is committed to working with its suppliers to build greater transparency within its supply chains. The Company itself commits to acting ethically and expects the same from those with whom the Company does business. As part of its contracting processes the Company requires its suppliers commit to comply with all applicable laws and regulations and the Company’s policies, including as a minimum meeting the standards set out in the Company’s Ethical Trading Policy which include applying the principles of the E.T.I. (Ethical Trading Initiative) and relevant International Labour Organisation standards and conventions.

All the Company’s suppliers are expected to meet as a minimum, the Company’s Ethical Trading Policy and are subject to the Company’s due diligence checks. Further, the Company conducts enhanced due diligence checks on suppliers of the Company’s own brand products.

The Company would address any failure by a supplier to meet the Company’s standards on a case by case basis. Organisations that fail to meet the Company’s standards may jeopardise their ability to continue to do business with the Company and, ultimately, the Company may cease trading with any such supplier.

### **Within the Company’s businesses**

The Company has strict HR policies and standards to enshrine compliance with legislation and fundamental rights at work including: freedom of association, dignity at work and prevention of discrimination throughout employment. The Company checks the eligibility of all its staff to work in the UK and pays the living wage to its employees. The Company's policies and standards are readily available to its staff through the Company's intranets and notice boards. The Company expects agencies who provide staff to the Company to adhere to the same strict standards.

### **Reporting**

The Company actively encourages its employees to report any activity they believe to be unlawful and/or in breach of the Company's policies and standards. A free, anonymous and confidential 24 hour telephone line is available to all employees, details of which are in the Company's Whistle Blowing policy.

### **Responsibility/Review**

The Company's Board of Directors (through the management boards of the Company's trading divisions) has ultimate responsibility for implementation of the Company's policies, including those that relate to ethical trading.

The Company regularly reviews its policies and processes to monitor and identify risks and with a view to ensuring transparency within its supply chains and that those with whom the Company does business are upholding the required legal and ethical standards.

### **Approval**

This statement has been considered and approved by the Company's Board of Directors

A handwritten signature in black ink, appearing to read 'ASelley', is written over a horizontal dotted line.

Andrew Selley, CEO

June 2018