



We preserve nature's gifts

MODERN SLAVERY STATEMENT

**Ardo UK Ltd
&
Rosemary & Thyme Ltd**

Company Structure

We are part of ARDO N.V. a Belgian owned family business that is one of the largest producers of frozen plant-based foods in the world. Through our aim to be a sustainable company we have a high level of commitment to the people who directly and indirectly work or supply products and services to us.

Policy

At Ardo we recognise that people are essential to the success and long term viability of our business. We expect those in our supply chain to treat and reward people with the same respect and empathy as we do to our own directly employed colleagues.

We will not tolerate acts of modern day slavery either within our own business or within our supply chain. The Company acknowledges responsibility to the Modern Day Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the Company.

The company will not knowingly support or deal with any business that is involved in slavery or human trafficking.

Due Diligence & Risk Assessment

Within the UK we take all reasonable steps to ensure that people who work for us are not subject to slavery or human trafficking. We are committed to the Stronger Together campaign.

Other Ardo companies who supply the UK will comply with their own national legal requirements regarding the prevention of slavery and human trafficking in their supply chains.

Ardo obliges its external suppliers to sign a declaration as part of the supply contract, stating that the supplier complies with all of the statements contained in the ILO's labour requirements. If required to source raw material from a non-Ardo company we will prioritise the use of SEDEX registered suppliers who are made aware of the Group Ethical Policy and must sign a Supplier Partnership Agreement.

Measuring Effectiveness

As part of our commitment to the Stronger Together campaign we have completed the Progress Tool and will review our responses annually.

The Company Directors and Senior Management take responsibility for implementing this policy statement and will ensure that adequate resources are made available to ensure human trafficking is not taking place within the company or our supply chain.

Training

Stronger Together information is included in all UK inductions. Relevant members of staff have received specialist training.



Jan Haspeslagh
Managing Director

Date: 15/11/18