



## Modern Slavery and Human Trafficking Statement

### Our Business

Hopwells Limited is a family-led wholesaler distributor of branded frozen, chilled, and ambient products. The company operates from six strategically-based depots throughout the country and services all sectors of the food service industry.

### Our Policies on Slavery and Human Trafficking

We are exceptionally proud of the conditions that we have put in place for all our employees throughout business. Our procurement and purchasing practices are robust, and have been implemented to ensure that the company operates ethically. We also insist that the same high level of ethical conduct and transparency from those businesses that we purchase, and/or conduct other business with within our supply chain are of the same level.

### Due Diligence Process

Hopwells Limited operates a zero tolerance to slavery and human trafficking and is committed to ensuring that there is no place for modern slavery or human trafficking in our supply chains, or in any part of our business. We do not knowingly trade with or support any businesses involved in these practices.

### Anti-Slavery Policy

Our company follows a robust due diligence process in regard to legislative requirements contained within the [Modern Slavery Act 2015](#), and via our approved supplier processes and supply chain partners.

These include the policies and procedures in the following areas:

- Documented supplier approval and monitoring procedure which is risk-based and clearly defines the criteria to be met
- Third party provider & outsourcing
- Whistle blowing policy and procedures in line with this policy

### Training

T P Hopwells (Holdings) Limited recognises modern slavery is a crime and can take many forms, such as forced labour, servitude, compulsory labour and human trafficking. We remain committed to improving our practices to combat slavery and human trafficking. Our Modern Slavery policy is communicated to all employees on our Company intranet to reinforce the policy. We ensure information is cascaded down the company, raising awareness of Modern Slavery at all levels of the business to all employees and new recruits are given specific training on what amounts to Modern Slavery, what our policy means and who to report any issues to. We encourage our employees to report any activity they believe to be

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unlawful and/or in breach of our policies and standards. Employees have the opportunity to inform the business of any concerns relating to potential risks or failures of our suppliers.

## Employees

We have zero tolerance in relation to all our employees regarding slavery and human trafficking. T P Hopwells (Holdings) Limited has strict HR policies and procedures which support the Act to protect against modern slavery and human trafficking. These include carrying out pre-employment face to face interviews and checks of identification and right to work documentation. It is also a requirement that all employees are able to speak and understand the English language, so we can be confident employees will understand our policies and procedures, internal communications and will be able to ask for help should they require it. The business also insists that all employees have their own bank account for the payment of wages. We provide various routes for employees to communicate with the business should bad practice be taking place and to allow people a confidential route to whistle blow

## Management Responsibility

The Board of Directors & relevant management team have implemented strategies our business regarding our procurement procedure, to implement our understanding of the Act. We endeavour to follow the guidelines and responsibilities set out in the [Modern Slavery Act 2015](#)

The Board of Directors has overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations, as well as the day-to-day responsibility for implementing this policy to ensure it is effective in preventing or re-mediating the risk of modern slavery. They are also responsible for investigating allegations of modern slavery in the Company's business or supply chains.

This policy will be reviewed, at least annually, in accordance with current legislation and best practice.

[Tristan Hopwell](#) (Managing Director)

Date: 26<sup>th</sup> July 2021

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