

Modern Slavery Statement Owned & authorised by: NS Affected Dept: All Date of Issue: 23/12/2021 Reason for issue: Update

Little Freddie's Modern Slavery Statement 2021

Introduction

Little Freddie is a premium organic baby and toddler food brand that specialises in supplying and distributing infant and baby food products of the highest quality to retailers in UK and across the globe. The current portfolio comprises of 75 EU certified organic products including fruit and vegetable purees, meals, snacks, noodles and cereals.

Modern slavery

Modern slavery in the form of forced labour, child labour, servitude and human trafficking is not always immediately apparent and cannot be isolated to certain industries or geographies. As such we recognise that no business can be totally immune from modern slavery.

Little Freddie has a zero-tolerance approach to any form of slavery within its operations and supply chain, and combatting it is an important focus for us under the People Pillar of our Big Green Plan. All employees at Little Freddie understand the responsibility, both individually and as a business, to respect human rights. We are working with our suppliers to identify vulnerable workers and put in place the necessary safeguards to both remedy and prevent any form of worker exploitation.

This statement has been published in accordance with the Modern Slavery Act (2015). It sets out Little Freddie's commitment and continued actions to understand, identify, prevent and respond to the risks of modern slavery within its business and supply chain.

Our business structure and supply chains

Little Freddie works with best-in class manufacturers in the UK and Europe to make bespoke recipes. We have strict quality, taste, and food safety requirements and therefore source many of our ingredients using our in-house procurement team. Though largely sourced from Europe, a small number of ingredients come from tropical regions given the nature of the ingredients (e.g., coconuts, mangoes, and pineapples).

Our headquarters are in London, UK and Shenzhen, China, with additional offices across mainland China. Globally we employ 519 people.

Our commitments

Our Big Green Plan aims to build a better world for both people and our planet. As part of this Plan, we set ourselves several targets that we want to achieve in relation to ethical trading and modern slavery. These include:

•	100% of relevant employees trained on the signs of modern slavery by 2020	Complete
•	Modern slavery risk assessment of supply chain by 2021	Complete
•	100% of co-packers to have an ethical trade policy by 2022	On track

We are progressing well and are set to achieve our final target ahead of time, even with the introduction of new manufacturers to our supply chain in 2022.



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Our policies

Little Freddie has several policies that reflect our commitment to responsible business practices, such as treating everyone fairly and respectfully, across our direct operations and supply chain.

Direct Operations

Our internal policies respect the variance of the different markets in which we operate. UK employees are guided by a Code of Conduct, alongside policies such as Anti-bribery, Anti-harassment, Whistleblowing, and Equal Opportunities.

We offer additional training - where relevant - on the risks of modern slavery and human trafficking to help them identify the signs of modern slavery when visiting suppliers as well as how to talk about these issues with suppliers.

Supply Chain

We are aware of the responsibility we share with our suppliers for the welfare of the workers and the environment on which we depend for the finished products we sell and ingredients we buy.

We seek to develop partnerships with suppliers who not only meet all legal requirements but also share our values on enhancing the welfare of workers, working conditions and environmental protection. Our Sourcing Code of Conduct applies to all suppliers, which includes requirements clauses on modern slavery and is aligned with the ETI Base Code and (ILO) Conventions.

Supplier due diligence and risk assessment

Direct Suppliers

When sourcing for new ingredients or new manufacturing partners, we will always undertake a country environmental and social risk assessment. As a member of the Supplier Ethical Data Exchange (Sedex), an online platform dedicated to responsible and ethical business practices, we can utilise their Radar software tool to complete these assessments.

Our procurement team has integrated standard sustainability questions into the tender process. This enables us to ensure new suppliers meet our expectations on environmental and social performance and credentials. For example, we ask that suppliers to be members of Sedex, if they are not already.

Suppliers must complete Sedex's Self-Assessment Questionnaire (SAQ) and keep this updated annually. Through this, we are able to review and challenge how each of our suppliers perform across labour standards, health & safety, environmental management and business ethics.

Indirect Suppliers

Our supply chain also includes indirect suppliers that we do not have control over. Whilst our Supplier Code of Conduct applies across all tiers of our supply chain, we acknowledge there are challenges in ensuring that these measures are meaningfully implemented.

To address this, we engage with our direct suppliers and seek ways in which we can collaborate based on the risk in their supply chain.



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Measuring performance

This year Little Freddie carried out an in-depth risk assessment of its high volume and high-risk raw materials to identify the likely level of risk for both modern slavery and other human rights issues. Suppliers were assessed against 30+ indices ranging from inherent risk (country and sector) to ethical performance (existing policies and activities).

Out of 30 suppliers included in the assessment, none were considered high risk (score higher than 6). 30% indicated medium risk, resulting in a follow up request for further information, and commitment to corrective actions, improvement plans and/or an independent audit.

Over the next year, we will be continuing to monitor these suppliers and work closely with them to understand and address issues as they arise. To help guide them with this, we have developed a modern slavery 'toolkit' that outlines proactive measures that should be taken to prevent and manage incidences if they occur. We will begin rolling this toolkit out across our supply chain, beginning with those deemed medium risk.

Furthermore, whilst progress has been made, the backdrop of COVID-19 has continued to impact our ability to visit suppliers. As we remain in uncertain times, monitoring progress will be measured by suppliers actively engaging with existing governance systems, policies and communicating openly with us.

Thanks

We appreciate you taking the time to read this statement and hope you found it useful. As part of becoming a business that gives more than it takes, we are committed to continuing our work to address modern slavery collaboratively with our partners, remaining vigilant and most importantly protecting our people.

This statement has been approved by the board of directors of Little Freddie, who will review and update it annually.

Signed:

Piers Buck, Group CEO