



Little Freddie's Modern Slavery Statement 2019

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 over 70 EU certified organic products including fruit and vegetable purees, meals, snacks 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 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 & pineapples).

Our policies

Little Freddie's Big Green Plan ensures that we are managing and improving our environmental and social impacts. As part of this Plan, 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. In 2019 we published our Sourcing Code of Conduct to all co-packers and raw material suppliers. This document is intended to meet societal and industry expectations, national legislation and most importantly International Labour Organisation (ILO)



Conventions. It also lays out Little Freddie's requirements with regards to the responsible use of labour agencies, ensuring fair recruitment practices are upheld.

Supplier due diligence and risk assessment

Little Freddie is a member of the Supplier Ethical Data Exchange (Sedex), an online platform dedicated to responsible and ethical business practices. We require all co-packers and raw material suppliers to join Sedex and complete the Self-Assessment Questionnaire (SAQ). 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.

Training

Little Freddie is committed to the developing a systematic internal training programme on modern slavery for all relevant employees by 2020 as part of its Big Green Plan.

Future plans

Little Freddie recognises the importance of working closely with its partners to mitigate the risk of modern slavery. As part of this, we will continue to monitor and drive awareness across the business and our supply chain and consolidate this process with the use of Sedex's risk assessment tools.

Furthermore, under our Big Green Plan we have set ourselves several targets that we want to achieve in relation to ethical trading and modern slavery. These include:

2019	Publication of modern slavery statement and supply chain code of conduct
2020	Complete supply chain modern slavery risk assessment
2020	100% of relevant employees trained on the signs of modern slavery
2022	100% of co-packers implement an ethical trade policy

Board Approval

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