



Harlech Foodservice Ltd

Modern Slavery and Human Trafficking Statement

Our business and supply chains

Harlech Foodservice Ltd is a wholesaler of Frozen, Chilled, Grocery, Ambient and Non-Food items as well as offering an extensive wholesale butchery range to caterers throughout Wales, The northwest and West Midlands of England. The company operates from its main depot in Llanystumdwy in North Wales, with another two other sites at Chester and Merthyr Tydfil. Since 1972, Harlech Foodservice remains an independent, family owned and managed company with a promise to deliver quality, consistency, and great customer care.

Our policies in relation to slavery and human trafficking

Harlech Foodservice Ltd, has 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 business involved in these practices.

This statement explicitly addresses our position in relation to modern slavery and human trafficking.

It also has links to other internal procedures and policies that ensure we are conducting business in a transparent and ethical manner. These include a specific modern slavery awareness and reporting policy which is made available to all staff in their handbook. Harlech have a zero-tolerance stance to slavery and human trafficking within our own organisation and that of our suppliers.

Due diligence processes & risk assessment

Harlech operates a supplier approval process as part of our quality management system. We conduct due diligence on all suppliers before allowing them to become an approved supplier, together with re-approval of current suppliers at a fixed timescale. We use an ethical questionnaire which allows us to audit the supplier to ensure we have Responsible Procurement.

This process has been updated to include a section relating to the provisions of the Modern Slavery Act. The Government National Minimum Wage Naming Scheme Rounds are also checked on an ongoing basis for supplier non-inclusion.

In addition to the above, as part of our contract with our suppliers, we require that they confirm to us that:

They have taken steps to eradicate modern slavery within their business through relevant policies, right to work in the UK pre-employment checks and payment to employees of at least the National Minimum Wage.

International suppliers pay their employees any minimum wage applicable within their sphere of operation.

They operate a zero-tolerance approach to Modern Slavery within their own supply chain, including supplier due-diligence checks and mechanisms for reporting suspected instances of Modern Slavery & Human Trafficking.

Where required, produce a Modern Slavery Statement detailing the steps they have taken to ensure their business and supply chain are slavery free.

The risk of Modern Slavery within our own business is low due to our business type, industry and Our intention is to maintain compliance with the Act and act if an instance of modern slavery is brought to our attention.

Management training and commitment

A number of Harlech colleagues, including those involved in recruitment and the procurement of services and goods have undertaken training to understand Trafficking, Exploitation and Modern Slavery. The training examines different types of exploitation, how individuals become victim to abuse and what actions professionals should take to recognise victims and help them.

We believe that increasing staff awareness and understanding of modern slavery is perhaps the most invaluable activity on this subject that we can take as a company. We pledge to do this on an ongoing basis by way of toolbox talks and notices, including details of how to identify and report concerns of instances of suspected modern slavery.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015

Signature



Finance Director

Date 07/11/2025