

Anti-Slavery and Human Trafficking Statement

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Authorised By: Chris Rawlings/
Nicola Lamb

Background

Section 54(1) of the Modern Slavery Act 2015 legalises the responsibilities of businesses with sales exceeding £36m per annum in tackling slavery and human trafficking which sadly still exists in the world in which we live. These are abhorrent practises that should not be accepted by businesses of any size - all staff have a responsibility to report any concerns and all management are expected to act upon them.

Company Structure

Humdinger is an ambient food packing and distribution business focussed predominantly on dried fruit, nuts, seeds, pulses and beans. The Company turnover exceeds £36m and sales cover all of the UK major grocery multiple retailers and a number of independent wholesalers. Approximately 97% of the business is conducted within the UK with the remaining share within the EU. Humdinger has a Head Office in the UK but is a wholly owned subsidiary of Zertus GmbH, a German family owned business based in Hamburg.

Supply Chains

Being a relatively broad based commodity business, Humdinger sources raw materials from all five continents either directly from source processors or indirectly through traders. When sourcing indirectly, the business will only purchase materials from approved source suppliers.

Policy on Slavery and Human Trafficking

Humdinger is committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our business or supply chain.

Due Diligence Processes

As part of our initiatives to ensure that our business is not connected to or supporting these practices, Humdinger promotes the following;

- Where possible, Humdinger packs its own products in factories that it controls on a day to day basis and distributes from a warehouse network that it manages.
- Humdinger supports the Ethical Trading Initiative Base Code and Stronger2gether
- Humdinger has conducted a risk assessment of its total business and identified the key areas for management focus. The assessment is reviewed by the Directors annually
- Monthly Newsletters are circulated to all employees with reports and updates on modern day slavery, human trafficking, employment law (including benefits / pay / conditions), SMETA audit results and worker survey responses
- Humdinger supports worker representative committees and meetings with senior management
- All suppliers have to sign up to Sedex or Qadex
- All supplier audits include ethical alongside food safety and environmental matters.

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- All Agency providers are audited by Humdinger staff trained in ethical trading practices

Supply Chain Adherence to our Values

Humdinger have a zero tolerance to slavery and human trafficking. We expect all those involved in our supply chain and contractors to comply with our values.

Training

To ensure the highest level of understanding of the risks of modern slavery and human trafficking within our business and our supply chain, we provide training to relevant members of staff. All of our HR teams have/will attend the 'Stronger Together – Tackling Modern Slavery in Supply Chains' workshops and the Stronger Together data is shared across our sites and at induction in order that both our permanent and temporary labour is fully aware of our commitment to preventing slavery and human trafficking in our business, and along our supply chain. All Directors and senior management of the business are briefed on the matter and commit to supporting the implementation of good working practices that protect the integrity of the business.

Whistleblowing Policy

Workers are encouraged to bring information about a wrongdoing to our attention as documented in our Company handbook and via retailer whistle blowing hotlines documented at site. No employee will face adverse treatment through the act of whistleblowing.

Key Performance Indicators

The following key performance indicators are used within our business to measure how effective we are in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chain

- SMETA audit result
- Suppliers signed up to Sedex/Qadex %
- Ethical audits conducted vs risk assessment
- Temporary worker interviews
- Annual staff survey top concerns
- Whistle-blowing

Paul Tripp
Managing Director
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