

## **Lakeside Food Group Limited – Slavery and Human Trafficking Statement for the Financial years of 2017-2018.**

**Our Business Structure and Supply Chain** Lakeside Food Group started in 1989 and now employs 42 colleagues with offices in: UK (head office), Poland, Hungary, Thailand, China. Lakeside Food Group is a multi-protein global sourcing company with manufacturing partners in the United Kingdom, Mainland Europe, and the Far East (Thailand, Vietnam, China). We do not own any manufacturing, distribution or storage companies and all activities are outsourced to third parties. Our customer base is primarily in the UK and ROI.

**Commitment** In compliance with the Modern Slavery Act 2015, Lakeside Food Group is committed to our efforts and we are proud of the steps we have taken to combat slavery and human trafficking and we are committed to continuously reviewing and improving our practices and policies to combat slavery and human trafficking. Lakeside Food Group is totally opposed to such abuses in our direct operations, our indirect operations and our supply chain as a whole.

Lakeside Food Group is a member of SEDEX (Supplier Ethical Data Exchange), a not-for profit organisation which is dedicated to driving improvements and ethical business practices in global supply chains. We encourage our suppliers to take part in the SEDEX program and to subscribe to independent ethical auditing.

We recognise this procedure outlines the minimum standards to be applied, not the maximum in relation to Ethics. Lakeside Food Group aspire to work with suppliers who exceed these standards. We draw from the UN Guiding Principles as a tool to use when frame working our position on tackling modern slavery.

**Actions and Assessment** In 2016 we conducted an assessment of our supply chain against the ETI base code, internationally recognised set of labour standards based on ILO conventions. Within 12 months we intend to strengthen this approach much further by:

- Assessing the risk related to human trafficking and forced labour across our supply base. Our preliminary assessment will be based on geography, the commodity purchased, supplier quality performance and the nature of the business transaction.

- Completing amendments to supplier terms and conditions.

- Have formalised internal staff training within Lakeside Food Group. This will enable independent ethical audits of our supply base to become part of our in-depth Supplier Approval Procedure. Concurrent with our existing Supplier Approval Procedure, this will mean that 100% of our Far Eastern Supply Base will be audited minimum once per annum.

**Remedy** Issues raised during Lakeside audits will form part of a triggering system for further investigation via full SMETA audits.

Lakeside will remain committed to any issues flagged, until such concerns are satisfactorily and lawfully remedied.

**Monitor and Communicate** Lakeside will use all assessment data and feedback systems to track the progress of our business's efforts to make progress in tackling modern slavery. We will be open, honest and appropriate about communicating our challenges, including the challenge of maintaining maximum focus on

this very important area of our business. We will attend events where there is an opportunity to discuss the risks of Modern Slavery. This helps to expand our knowledge and highlight countries, product types or services that may be considered to have a higher risk of Modern Slavery. The knowledge and experience that we have obtained will help us identify the risks and issues, assess the level of importance and develop appropriate remedies. We will continue to collaborate and improve our understanding as time goes on.

**Gail Hodson, Technical Director**



**Gary Irvine, Managing Director**



**14<sup>th</sup> May 2018**