

**Lakeside Food Group Limited - Slavery and Human Trafficking Statement for the Financial years of April 2023-April 2024.**

**This statement is published on behalf of Lakeside Food Group Limited pursuant section 54(1) of the modern slavery act 2015 for the financial years of April 2023 - April 2024.**

**Our Business Structure and Supply Chain:** Lakeside Food Group was established in 1989 and currently employs over sixty staff across our offices in UK (H.O.), ROI, Poland, Hungary, Thailand, and China. Lakeside globally sources multi-protein products from our manufacturing partners in the United Kingdom, Mainland Europe, and The Far East (Thailand, Vietnam, China). We do not own manufacturing, distribution, or storage companies, but activities such as these are outsourced to third parties. Our customer base is primarily located in the UK and ROI.

**Policies**

At Lakeside, we continue to conduct reviews of our current internal policies and look for ways to strengthen systems that help prevent Modern Slavery & Human Trafficking in our immediate business and throughout our supply chains.

The **Employee Handbook** has been reviewed and updated (April 2024) with the advice of a consultancy business that provides support and expertise in the areas of Human Resources and Health & Safety. Some key amendments include the addition of a Disciplinary Procedure, Anti Bribery & Corruption Policy, and Whistle Blowing Policy. These policies are issued to new employees during their business induction. All policies are available on the company intranet.

A lengthy clause has been added to our **Business' Terms & Conditions** requesting supplier commitment to the prevention of Modern Slavery & Human Trafficking. This has been combined with our newly issued **Ethical Trading Code of Conduct**, also included with our Ts&Cs. This Code of Conduct draws from the ETI base code and lays down the minimum standards expected from suppliers. To date, we have full co-operation, and suppliers are willingly signing up to these commitments. We are continuing to roll out contracts across our supply chain.

Lakesides' **Ethical Self-Assessment Questionnaire (SAQ)** has been revised to a format that adequately assesses compliance to our Code of Conduct and thereby highlights any areas of weakness that our suppliers may have. An additional section has been added to the SAQ to assess our suppliers' awareness of the Modern Slavery Act 2015.

**Due Diligence Processes & Risk Assessment**

Lakeside Food Group is a member of **SEDEX** (Supplier Ethical Data Exchange), a not-for profit organization which is dedicated to driving improvements and ethical business practices in global supply chains. We have continued to encourage our suppliers to take part in the SEDEX program and the majority are now signed up. We have upgraded our SEDEX membership to AB status and we are continuing to build relationships with our suppliers and customers. This upgraded membership allows us easy access to all SEDEX reports and enables us to complete our risk assessments quicker and more effectively.

The revised **SAQ** has been sent out to tier one protein suppliers, not on Sedex. The completed SAQ along with the suppliers' geographical location and other business criteria are used to rate the risk of Modern Slavery & Human Trafficking. Suppliers are risk rated red (high), amber (medium) or green (low).

The overall aim is to ascertain the areas of biggest risk and to focus our efforts accordingly, to help our suppliers to improve.

As a business, the expectation is to gain the most influence over our tier one suppliers. However, we continue to extend our diligence and risk assessment process across our wider supply base to include suppliers of product packaging and ingredients, together with outsourced services, such as cold storage and transport. This process has been added to our approval system for new suppliers.

**Effectiveness & KPIs**

Lakeside is committed to being open, honest, and appropriate about communicating our challenges and achievements in this very important area of our business.

In order to assess the effectiveness of our modern slavery prevention measures, we continue to review the Key Performance Indicators listed below. The intention is to expand on this list as we progress on our journey.

- Percentage of:
  - Suppliers committed to our revised Ts&Cs and Code of Conduct.
  - Tier one suppliers with Sedex membership.
  - Tier one suppliers with completed SAQs.
  - Tier one suppliers with a completed risk assessment.
  - Red / Amber / Green risk ratings.
  - Relevant employees that have been trained.
- The number of slavery incidents reported in the supply chain.

**Training**

Project leaders have completed formal training provided by Stronger Together on ‘Tackling Modern Slavery in Global Supply Chains,’ ‘Advanced Tackling Modern Slavery in UK Businesses’ and ‘Effective Human Rights Due Diligence in Supply Chains.’

The content of the above and other online resources were used to develop an ‘in house’ training module and this training was rolled out to the Board of Directors and relevant employees within Lakeside.

Due to the nature and size of our business, training will not be required for all employees. New employees will be provided this training, as and when it is deemed appropriate to their job roles and responsibilities.

The board of directors approved this statement on (DATE) 8<sup>th</sup> October 2024

**Adrian Carr, Trading Director**



**Gail Hodson, Technical Director**



**Gary Irvine, Managing Director**



**Hayley Toleman, Finance Director**

