



MODERN SLAVERY STATEMENT MADE AS OF 31 MARCH 2024

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Ripon Select Foods Limited has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

INTRODUCTION

Ripon Select Foods Ltd is aware of Modern Slavery risks and remain committed to achieving an ethical food ingredient supply chain free from worker exploitation. Modern slavery is a term which covers slavery, servitude, forced and compulsory labour and human trafficking. It is a crime and a violation of fundamental human rights. It takes various forms, including but not limited to exercising ownership over a person; coercing or threatening someone to perform work they would not do voluntarily; and arranging or facilitating another person's travel with a view to them being exploited (even when the person consents to the travel).

We recognise the importance of taking action to combat such activities and take a zero tolerance approach to any forms. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. We expect the same high standards from all our contractors, suppliers and other business partners and aim to work collaboratively with our supply chain partners to improve awareness, training and communication to mitigate the risks of Modern Slavery in our business.

OUR BUSINESS

Ripon Select Foods Limited is an independent family run business manufacturing dried food ingredients in Ripon, North Yorkshire. We operate on one site, typically employing around 100 people. The business operates solely within the United Kingdom (UK), with most of our raw materials sourced within the UK or Europe. Ripon Select Foods Limited is a member of SEDEX, the Supplier Ethical Data Exchange which is a not-for-profit membership organisation dedicated to driving improvements in responsible and ethical practices in global supply chains and monitors adherence of all members against the principles of the Ethical Trading Initiative Base Code.

OUR SUPPLIERS

Our supply chain includes the sourcing of raw materials principally related to the manufacture of flour, rusk, breadcrumbs and blended products. Ripon Select Foods Limited operates an approved supplier procedure and maintains an approved supplier list. As part of the due diligence procedures on all key suppliers, prior to granting them approved status, a regular review is conducted on all relevant completed supplier questionnaires, third party certification and audit reports. Where deemed necessary an online search will be completed to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

OUR POLICIES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner, and to minimise the risk of modern slavery within the business. These include:

- Ethical Trading Policy – this policy is based on the Ethical Trading Initiative base code and explains the way we behave as an organisation and how we expect our employees and suppliers to act.
- Whistleblowing Policy – we operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- Recruitment Policy – we operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Equal Opportunities Policy

MEASURING EFFECTIVENESS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place throughout our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

STATEMENT APPROVAL

Ripon Select Foods Limited will never knowingly enter into a business relationship with any organisation involved with slavery, servitude or human trafficking. The senior management of the Company accepts responsibility for the implementation of any policy in relation to this matter and for the provision of adequate resources to ensure that slavery, servitude, or human trafficking is not taking place in the Company or its supply chain.

This statement has been approved by the Directors.

Signed by:

Name: Sarah Cooper
Joint Managing Director
Date: 05 April 2024