

# UK MODERN ANTISLAVERY ACT 2015

## **Our Business**

Lamex Food Group Limited, headquartered in UK, is a trading company that began operating in the 1960s. By the 1980's, Lamex had grown considerably and was operating in poultry, pork, fish, fruit, vegetables, and french fries. In 2011, the creation of Lamex Agrifoods and its streamlining efforts on the non-protein side of the business, Lamex began distributing individually quick frozen (IQF) fruits, juices, purees, concentrates, and honey.

Lamex employs 190 people in 18 offices in 14 countries. Its primary entities include Lamex Foods Europe Ltd. (U.K.), Lamex Foods Europe (N.I.) Ltd (U.K.), Lamex Foods Inc. (U.S.), Lamex Agrifoods Inc. (U.S.), Lamex Agrifoods Ltd. (U.K.), Lamex Foods Europe AG (Switzerland), Lamex Agrifoods Canada Ltd. (Canada), Lamex Foods Far East Ltd. (Hong Kong), and Lamex Foods Europe BV (Netherlands). Through these entities, Lamex trades internationally to develop sustainable product outlets for its suppliers and long-term supply solutions for its customers.

## **Our Supply Chain**

Lamex is a diverse organization with several business segments, operating in many countries, with varying economic conditions for its operations. Its' main industries are:

- US & EEC Poultry Exports to Far East & Africa
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- Third Country Poultry Imports into EEC
- Pork imports from EEC into North America
- Pork procurement intra EEC
- Poultry procurement intra EEC
- Honey Imports from South America and Far East into USA and EEC.
- Fruit and juices from Northern and Southern Hemisphere into North America and EEC

## **Our Policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business, with policies which contribute to that goal. We are striving to ensure that child labour, coercion and harassment, health and safety, involuntary labour, discrimination, abuse of human rights, bribery practices, have no part of our supply chain. We actively encourage fair trade principles and membership of SEDEX. Our Antislavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

## **Due Diligence and Monitoring**

Currently, we are actively encouraging suppliers and clients to obtain SEDEX registration. During 2016-17, we have completed a self-assessment questionnaire with our major UK

suppliers and we are in the process of evaluating their responses. Via this risk assessment, we collected data regarding our clients' labour standards such as working hours, children and young employees, freedom of association, non-discrimination, forced labour and human rights. This risk assessment concluded that our biggest challenge was in our purchases from Thailand. Therefore, we will appoint a Safeguarding Officer in Thailand, to monitor standards in businesses from which we purchase.

### **Our Attitude to Whistleblowing**

We encourage our employees to report any practice which concerns them so that we can take steps to stop it or minimize it, wherever it exists in our business and our supply chain.

### **Informing our employees**

As we believe that our employees are crucial to helping us ensure that Modern Slavery Act is adhered to throughout our operations, business and supply chain, our next task is to provide effective awareness training to our UK Employees, so that they will know what to do and how to report any issues of which they may become aware. We plan to extend this programme to our Group employees.

### **Future measures**

Lamex has no tolerance of slavery and human trafficking.

In 2018, we will:

- continue our mapping of our Core and Non-Core Suppliers,
- encourage our suppliers to register to SEDEX,
- seek to ensure that we have no high-risk suppliers within our business,
- provide modern slavery awareness training to employees,
- appoint Safeguard Officers responsible for any risky territory we subsequently identify, such as Thailand,
- monitor our Core and Non-Core Suppliers,
- perform due diligence and monitor our new suppliers,
- create new policies within the Group to combat modern slavery and human trafficking,
- implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

This statement is pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the upcoming financial year, as it has been approved by the board of directors of Lamex Food Group Limited.

For and on the behalf of Lamex Food Group Limited