



Ella's Kitchen Policy Statement on Modern Slavery

As part of Our Dream Ella's Kitchen are committed to promoting and protecting decent livelihoods for our employees and across our supply chain. Modern Slavery is a growing global issue and we all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. No sector or industry can be considered immune from Modern Slavery and staff are expected to report concerns, using the appropriate reporting channels, and management are expected to act upon them. Ella's Kitchen has a zero tolerance approach to Modern Slavery and are committed to working with our suppliers and partners to ensure fair, safe and healthy working conditions across our operations and supply chain.

1. Organisation + Business structure:

Ella's Kitchen is a company that makes organic baby and toddler food that is sold in supermarkets around the world. All our products are manufactured in the UK and Europe by third party manufacturers, using organic ingredients sourced from all over the world.

2. Our policies:

Ella's Kitchen is committed to ensuring that there is no Modern Slavery in our supply chain or business operations. Ella's Kitchen are members of the Supplier Ethical Data Exchange (SEDEX) and use this platform to identify and manage risk within our operations. Ella's Kitchen are taking further action to tackle Modern Slavery and over the next 12 months will be introducing a new supplier code of conduct which will set out the mandatory requirements for doing business with the company. Ella's Kitchen will also be introducing a new process to measure + report on how key suppliers are working to ensure fair, safe + healthy working conditions within their organisations and operations.

3. Due Diligence:

We understand that Modern Slavery occurs in many sectors including agriculture. As part of Our Dream strategy we are committed to working with our partners to ensure that we are addressing specific environmental and social challenges around certain ingredients. Ella's Kitchen will continue to explore and implement additional standards and processes to help manage risks within these supply chains. If issues are identified, appropriate investigative and remedial actions will be taken, this could include termination of contract.

4. Training:

To ensure that there is a high level of understanding of the risks around Modern Slavery, Ella's Kitchen will provide training to all relevant members of the Ella's team.

This statement has been put together as part of Ella's Kitchen's commitment to section 54(1) of the Modern Slavery Act 2015. It has been approved by the board of directors of Ella's Kitchen, who will review and update it annually.

Signed:

 29/11/2017

Mark Cuddigan, CEO Ella's Kitchen

Date: