



## Ella's Kitchen Policy Statement on Modern Slavery

Lots and lots of people are involved in getting our yummy products to the shelves. From the workers in the factories where our products are made, to the drivers of the lorries that transport them all over - even the people who supply our office stationery - our value chain is big and diverse.

As part of Our Dream, we are working to ensure that everyone who we work with across our value chain is provided with fair, safe and healthy working conditions and share our beliefs and values on what it means to be good to each other. 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. Staff are expected to report concerns using the appropriate reporting channels, and management is expected to act upon them. Ella's Kitchen has a zero tolerance approach to Modern Slavery and we 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 certified B Corporation 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 + processes:**

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. SEDEX is a not-for-profit organisation dedicated to responsible and ethical business practices.

As well as using the SEDEX platform, Ella's Kitchen has launched a new partner survey based on the B Corporation framework to measure and assess the social and environmental impact of suppliers and partners across our value chain. The outputs of this assessment will be used to work with partners to identify opportunities to improve their impact and give a greater level of transparency. Ella's Kitchen will be introducing a new supplier code of conduct by June 2019 which will set out the mandatory requirements for doing business with the company.

### **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 was approved on the 13<sup>th</sup> December 2018 by the board of directors of Ella's Kitchen, who will review and update it annually.

Ella's Kitchen financial year runs from 1<sup>st</sup> July to the 30<sup>th</sup> June.

Signed:

A handwritten signature in black ink, appearing to read "M Cuddigan", with a horizontal line extending to the right.

Mark Cuddigan, CEO Ella's Kitchen

Date: 13 / 12 / 2018