

KITWAVE WHOLSALE GROUP

MODERN SLAVERY STATEMENT

Introduction

This is the first statement for Kitwave Group Limited and all of its associated subsidiaries (together the “Kitwave Wholesale Group”) pursuant to section 54(6) of the Modern Slavery Act 2015 (the “Act”) and represents the statement for the financial year ending on 30th April 2018.

Our Commitment

The Kitwave Wholesale Group trading entities are part of the Kitwave Group of companies with the ultimate parent company being Kitwave Group Limited. The Kitwave Wholesale Group fully endorse the aims of the Act and take zero tolerance approach to slavery and human trafficking in their supply chains and across their business. The Kitwave Wholesale Group are committed to preventing slavery and human trafficking within its own business and in its transactions with other businesses.

Our Structure:

The Kitwave Wholesale Group form a large independent food wholesale group in the UK with 26 depots across England, Scotland and Wales with over 950 employees and a customer base of over 25,000 businesses in the independent retail sector and the foodservice industry. In addition to this, the Kitwave Wholesale Group also have their own product range with over c100 food products available nationally.

Our Suppliers

The Kitwave Wholesale Group purchase products from around the world as well as producing their own label products. They are committed to acting ethically and expect all of their suppliers to make the same commitment. The companies will address any failures by our suppliers to meet our standards on a case by case basis and ultimately may lead to the Kitwave Wholesale Group ceasing to trade with any such supplier.

Within our business

1. The Kitwave Wholesale Group have a number of HR policies and procedures that demonstrate compliance with UK Employment Law including: Employee Code of Conduct, Recruitment Policy, Equality & Diversity Policy and Anti-Bribery Policy. All of the policies and procedures are readily available to employees in the Employee Handbook.

Reporting

The Kitwave Wholesale Group positively encourage employees to report any unlawful activity and/ or any activity which may be in breach of policies and procedures through the Whistleblowing Policy. This includes any circumstances which may give rise to an enhanced risk of slavery or human trafficking.

Next steps:

The Board of Directors of the Kitwave Wholesale Group have ultimate responsibility for the implementation of policies and procedures, including those related to ethical trading and modern slavery.

1. The Kitwave Wholesale Group will aim to improve awareness and understanding of modern slavery and human trafficking across the business with the introduction of an Anti-Slavery and Human Trafficking Policy.

Approval

This statement has been considered and approved by Kitwave Group Limited's on behalf of the Kitwave Wholesale Group, who will review and update annually.



Jay MacKay

Director

For and on behalf of HB Clark Limited