

Modern Slavery Statement

This statement has been approved by the board of directors of Nature Delivered Limited on 1 March 2019 and is published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Nature Delivered Limited, its subsidiaries and other relevant group companies (“graze”) to prevent modern slavery and human trafficking in its business and supply chains.

Overarching statement

We are committed to continuously improving our policies, standards and practices to combat modern slavery and human trafficking, which are abuses of a person’s basic freedoms and rights. We are wholly opposed to such abuses in our direct operations, our indirect operations and our supply chain. We have taken, and will continue to take, a number of steps that seek to ensure that slavery and human trafficking do not take place in any part of our business or our supply chain. We are not complacent as to the risks of slavery and human trafficking in our business.

The structure of our business

graze is a manufacturer of packaged snack products, selling such products through multiple channels, including through major retailers and online direct to consumers in the United Kingdom, Ireland and the United States. Our products are manufactured at a warehousing facility and are distributed and consumed in the UK, Ireland and in the US. Our UK warehousing facility is based in Hayes, UK and our US warehouse is based in New Jersey, US. Our headquarters are in Richmond, UK and we have another office in New York City, US. As at 28 February 2019, our most recent financial year end, Nature Delivered Limited, Nature Delivered Inc and Marshfield employed 362 people globally.

Our supply chain

Our products comprise of a number of different ingredients, which are currently sourced from global suppliers and agents. We make our largest volumes of raw material purchases in (i) nut and dried fruit categories, with such volumes being sourced predominantly from the US, Europe and Asia and (ii) baked goods, which are sourced predominantly from the UK. Our product packaging is sourced from a UK and US supplier base, with some input materials sourced externally from the rest of Europe.

Our direct and indirect supply chains include services that are not specifically used in our products but support the manufacture of our products and the operation of our business. Such services include those that meet the operational needs of our headquarters (including marketing, IT, software, human resources, agency, credit card processing, professional advisor fees) and our facilities and warehouses (including postage and packaging and equipment servicing). The service providers are located primarily within the countries where these offices and facilities are located (i.e. the UK and the US) but can extend globally for any specialist items or service which cannot be obtained domestically.

Risk assessment

We have assessed that the biggest risk of slavery and human trafficking is in our global ingredient supply chain. As part of our initiative to identify and mitigate risk in this area and to ensure all third parties in our supply chain comply with our values, we have established assessment criteria which forms part of our supplier approval process. All suppliers must agree to operate to our ethical requirements (through completion of our Ethical Questionnaire) and adhere to our Modern Slavery Statement of Conformity. Suppliers are approved against this during on-boarding and re-assessed to confirm compliance every 3 years. We have enhanced our due diligence with suppliers by including clear commitments to compliance with the Modern Slavery Act in our terms and conditions.

We never knowingly support any unfair work or modern slavery practices and we do not employ people at graze on minimum wage contracts, nor do we support the practice. The risk of slavery and human trafficking within our own organisation is minimised as a result of the recruitment policies and compliance standards that we have in place, and the oversight built into our line management structure throughout our operations. To ensure our staff have a high level of understanding of the risks in our supply chain and our business, staff involved in high risk areas (including ingredient sourcing and human resource teams) will undergo a training programme.

Board of Directors, Nature Delivered Limited