

Frozen Value Ltd (t/a Fultons Foods)
Modern Slavery Statement

Frozen Value Ltd (the 'Company') is an owner managed food retailer operating 84 stores throughout the north of England serviced by our Distribution Centre located in Barnsley, South Yorkshire. The Company operate a zero tolerance approach to Modern Slavery or Human Trafficking of any kind within our operations and supply chain network.

This statement sets out our approach to Modern Slavery and Human Trafficking. The Company policy is to not employ or profit from anyone who has been enslaved or has been trafficked. We will constantly monitor and review our business and the steps we have taken, or propose to take, to ensure that there is no Modern Slavery and Human Trafficking within any of our stores, distribution centre or with our suppliers.

Our policy

As a Company we work hard to ensure that we maintain ethical practices including, but not limited to:

- no forced labour, involuntary labour, slavery or human trafficking;
- no child labour or child exploitation;
- no discrimination against any individual on any grounds;
- providing equal opportunities;
- ensuring we comply with local laws including minimum wage and working time regulations;
- providing a safe working environment;
- respecting a workers right to join a trade union or labour organisation;
- acting at all time with openness, honesty and integrity in relation to communication with all stakeholders;
- not engaging in any form of corruption or bribery.

Supply chain

Whilst we can maintain strong internal policies, our biggest risk of Slavery or Trafficking arises from our suppliers who, in some instances, source food from abroad. Therefore, we have laid out our expectations to all our suppliers through our communication channels and we request confirmation of their own Modern Slavery statement to ensure all reasonable efforts are made to comply and align their intentions and that of our Company.

At the time of writing this statement we have found no suppliers with areas of concern or conduct issues. We will investigate any suspected failure of a supplier to

meet their obligations under the Modern Slavery Act and, in the event of an identified failure; we reserve the right to review our trading relationship with that supplier.

Our commitment

The Company recognises its responsibilities to take a strong approach and we are absolutely committed to conducting our business in a fair and just manner, in accordance with the principles of preventing Modern Slavery and Human Trafficking in our business and to encourage the highest standards of compliance within our Company and of our supply chain.

This statement has been approved by the Board of Directors and will continually be reviewed on a regular basis to ensure compliance.



Nick Gore
Finance Director
25th September 2020