

MODERN SLAVERY STATEMENT 2024

At The Chesterford Group (TCG), which includes our subsidiaries (Fish n' Chickn' and Joy Brands) we are committed to maintaining the highest ethical standards across our business and supply chains. We fully support the UK Modern Slavery Act 2015 and are dedicated to eradicating any form of modern slavery or human trafficking within our operations.

We recognise the complexity of modern slavery and its potential impact on various industries, including our own. As such, we have taken proactive steps to ensure that our workforce, supply chains, and broader business practices reflect our core values of integrity and fairness.

Our Structure and Supply Chains

TCG operates across the UK, specialising in fish and chip takeaways and Pret A Manger franchises. Our supply chains include both domestic and international suppliers, particularly for sourcing high quality fish, potatoes and food products. We work closely with all partners to ensure that labour conditions meet our ethical standards, with a strong emphasis on transparency and social responsibility.

Our Policies

We have established policies that reflect our commitment to combating modern slavery, including:

- A code of conduct for suppliers.
- Mandatory right-to-work checks for all employees.
- Supplier audits and risk assessments.
- A whistleblowing policy that allows employees to confidentially report concerns.

Our People

We use a variety of methods to recruit staff, including the company website, job boards and recruitment agencies. For shop staff, we rely heavily on our own career site which links to a job board as it offers greater control and transparency over our recruitment process in an area that could be higher risk. We only use our pre-approved job boards and engage recruitment agencies when we have a lack of applicants in a specific pool. For head office staff, we typically recruit directly or, depending on the role, we use a preferred list of agencies, with whom we have long-standing relationships.

All staff undergo comprehensive right to work checks prior to employment and sign contracts of employment. We undertake monthly reporting on visa expiry dates to minimise the risk of vulnerability due to a change in right to work status.

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Relevant safeguards that support the identification of risk include;

- TCG safeguarding policy
- Mental health champions across the business, who create a safe space for staff to raise issues they are facing – which could include issues related to forced labour
- Emphasis on thoughtful leadership, where managers are encouraged to spend time thinking of their teams and getting to know them as individuals.

Due Diligence and Risk Management

We conduct due diligence processes to evaluate and monitor risks in our supply chains. This includes:

- Regular engagement with suppliers to review compliance with modern slavery laws.
- Collaboration with suppliers to address any identified risks through corrective action plans.
- Implementation of SEDEX membership across critical suppliers to improve transparency.

Training and Awareness

We have launched training programmes aimed at raising awareness of modern slavery among our management, procurement and supply chain teams. These initiatives help our staff understand the signs of modern slavery and how to respond appropriately.

Looking Ahead

In the coming year, we plan to:

- Expand our auditing processes to cover additional suppliers.
- Increase training on modern slavery for more employees.
- Enhance our supply chain due diligence through better data collection and risk analysis.

This statement has been approved by the Board of Directors and will be reviewed annually to ensure continued progress in tackling modern slavery risks.