



ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2020

Our businesses (Niche Food & Drink Ltd & Niche Free-From Kitchen Ltd) is a leading gluten-free restaurant and food production business specialising in the free-from market, with a strong focus on fresh and regionally sourced products prepared and served on site by well trained staff.

We work with a large number of partners, stakeholders and suppliers and recognise that every entity in our supply chain has a duty to respect human rights. We take our responsibility as a business to prevent slavery and human trafficking extremely seriously. We have a zero tolerance approach to all forms of slavery both within our own operations and across our supply chain.

This statement outlines the steps which we have taken to date, together with our continuing efforts to ensure that slavery and human trafficking cannot take place in any part of our supply chain and/or business.

We are immensely proud of our supply chain and family of suppliers who allow each of our operating locations to source products and services to meet our specific customer needs. We deliberately operate a centralised supply chain model, providing our teams with choice and ability to select from approved suppliers only. Our supply chain is predicated on fresh and regional supplier networks. It is incredibly diverse and provides the platform from which our businesses can grow, develop and continue to provide fantastic food and service.

Steps taken by Niche to date:

1. Director time is dedicated to Integrity and Ethics topics. This Directors meet on a regular basis and oversees the processes which we have been putting and we will put in place to ensure there is no slavery or human trafficking in our business and/or our supply chain.
2. Niche respects and adheres to internationally recognised human rights principles and in particular, the Ethical Trading Initiative Base Code. This Code contains the following nine clauses which are founded on the conventions of the International Labour Organisation and are an internationally recognised code of labour practice:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic



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- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed. Niche is committed to ensuring that all of its dealings with suppliers are conducted in line with such ethical and responsible trading requirements.

3. Due Diligence on New Suppliers

We require our new suppliers to go through a detailed on-boarding process with our procurement partners. Suppliers are expected to update the information provided during the on-boarding process on an annual basis for further review and approval by both our procurement partners and our company directors. This annual review process is to be extended to all existing suppliers to ensure that our due diligence remains up to date and relevant. As part of our supplier on-boarding process, all new suppliers are expected to acknowledge and commit to comply with:

- a) our Responsible Sourcing and Ethical Trading Policy which sets out our standards in relation to ethical trading; and
- b) our Anti-Slavery and Human Trafficking Supplier Sign-Off which relates more specifically to the Modern Slavery Act. These commitments have to be made as part of the Self Audit Questionnaire which formally records and captures the supplier's key details and capabilities.

We maintain regular dialogue with our suppliers to ensure that they understand and implement our high standards and they continue to comply with local legislation and regulations.

4. Training

We recognise that to achieve the successful implementation of any anti-slavery and anti-human trafficking policy it is vital to train and raise awareness with those employees who have the potential to come in to contact with suppliers on a regular basis. Our focus will be



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to continue to help the business to identify any potential risks or failures thereby driving ever greater compliance with our high standards.

We see the implementation, measurement and raising of awareness and standards across our business and supplier base as being an on-going project. We will continue to draw on industry best practice and evolve our supply chain in the best way possible to ensure that we are continually assessing the effectiveness of preventing slavery and human trafficking.

5. Approval

This statement has been approved by Niche Directors.
June 2020

Marc Warde & Adrian Morgan

Niche intends to review and update this statement as necessary on an annual basis.