STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING

Introduction

This statement outlines the actions of Real Good Food plc (the “Group”) in understanding all potential modern slavery risks related to the business of our companies, and the steps we are taking to ensure there is no slavery or human trafficking in our business or supply chains. This statement relates to actions and activities during the financial year ending 31st March 2015.

As part of the food industry, we recognise our responsibility to take a robust stance to slavery and human trafficking.

We remain absolutely committed to preventing slavery and human trafficking in all corporate activities and ensuring our supply chains are free from such actions.

Organisational Structure and Supply Chains

Real Good Food plc is parent to six subsidiary operating companies operating in three distinct pillars of the food industry: Cake Decoration, Ingredients and Premium Bakery.

We manufacture ingredients and finished products and supply to all channels of the food industry in the UK, Europe, USA and Australia.

We have procurement teams in each of our businesses, which are co-ordinated through a central Group resource, and source raw materials and packaging from the UK, USA, Europe, Africa and the Middle East.

Policies and Responsibility

The Group details below the following policies which apply in relation to identifying and addressing the risk of modern slavery in its business operations, and outlines the current status, responsibility and action required:-

- **Whistleblowing**
  The Group encourages its employees to report in confidence any concerns relating to the activities of the organisation. This will be widened to include customers and other business partners and enhanced to specifically include any risk of slavery or human trafficking.

- **Employee Codes of Conduct**
  The Group adopts a clear set of values which apply to our employees and to the way in which we conduct our business. In each operating business those values are at the forefront and brought to life on a daily basis.

  Additionally, through our employment policies such as Dignity at Work amongst others, we make clear to our employees the actions and behaviour we expect of them whilst at work and
throughout the course of their duties and responsibilities. We strive to maintain the highest standards of employee conduct and ethical behaviour in all business activities, including when operating abroad and managing our supply chain.

- **Ethical Trading**
  The Group supports and adopts the base code of the Ethical Trading Initiative, along with our customers and suppliers.

  Our employees are fully aware of the Code and this is communicated to them at induction and throughout employment.

  We work with our customers and suppliers to ensure our activities within the supply chain are conducted in accordance with the Code. We are audited on a regular basis against the requirements of the code; and likewise our suppliers are required to demonstrate their compliance, ensuring their employees are treated ethically and within the law.

- **Anti-Bribery**
  The Group complies with the requirements of the Anti-Bribery Act 2010 and has developed a policy which outlines our commitment to operating to the highest standards of conduct and integrity. The Group does not tolerate any form of bribery by or of its employees, agents or consultants, or any person acting on our behalf. Our policy is communicated to all our employees and we will take steps to further review its effectiveness during the coming year.

- **Recruitment**
  We carefully select our recruitment partners to ensure they source new employees in a manner which is ethical and legally compliant. We retain a list of approved partners which is adopted throughout the Group and reviewed on an ongoing basis.

  Our operating businesses liaise closely on supplier approvals in all aspects and any business partners who deemed to be unsuitable or do not meet our requirements are not used across the Group.

- **Corporate Social Responsibility**
  The Group has developed a Corporate Social Responsibility Policy which outlines our responsibilities to our People, our Communities and Operating Responsibly and Sustainably. This policy is devolved throughout our businesses and actions and progress reviewed on an annual basis.

Responsibility for the policies outlined above is shared by the Group Directorate and the local Boards of Directors. The policies will undergo annual review and assessed for their effectiveness as we go forward.

**Next Steps:**

We are currently reviewing our policies and actions in the light of the introduction of the Modern Slavery Act 2015.

Whilst the Group undertakes due diligence when taking on new suppliers and our procurement teams undertake regular reviews against set criteria, during the coming year our intention is to review our current selection, assessment and monitoring processes to ensure modern slavery and human trafficking is at the forefront.
In addition we will:

- review our training and development activities to ensure relevant training is identified to ensure effective risk assessment and remedial actions are taken to ensure our supply chains operates without risk of slavery or human trafficking
- require all our staff who work within our supply chain and human resource functions to have completed relevant training activities
- ensure our staff understand how to escalate issues when they are identified and where to go for help
- review our systems for supply chain verification whereby we evaluate potential new suppliers
- review our existing suppliers to ensure compliance
- consider a wider communication programme across our business

This statement has been approved the board of Real Good Food plc, who will review and update it annually.

[Signature]

Executive Chairman

Date 25.7.2016