

Dhamecha Foods Limited

Anti-Slavery and Human Trafficking Transparency Statement

About the Statement

Dhamecha Foods Limited has produced this Anti-Slavery and Human Trafficking Transparency Statement ("Statement") in line with the requirements of Section 54 of the Modern Slavery Act 2015 to provide insight into the steps that Dhamecha Foods Limited, as a registered UK company, has taken during the fiscal year to ensure that slavery and human trafficking is not occurring in any part of Dhamecha Group business and supply chains.

About Dhamecha

Dhamecha Foods Limited is a company registered in England and Wales, it is a family-owned business and has nine depots around London and the Midlands, whose core business is supplying a comprehensive range of products to Independent Retailers.

All are open seven days a week and all stock over 12,000 products across the following key areas: Grocery, Soft Drinks, Confectionery, Toiletries & Household Goods, Wines & Spirits, Beers & Ciders and Tobacco.

Dhamecha Foods Limited is also the largest member of Unitas Wholesale Limited, which is the UK's largest food and drink wholesale buying group.

Dhamecha Food Limited's commitment and initiatives to combat Slavery and Human Trafficking

Dhamecha Food Limited is proud of its heritage of fair and ethical treatment of employees.

Dhamecha Food Limited builds this commitment on the following principles

Dhamecha Food Limited has a zero-tolerance approach to slavery and human trafficking and is committed to ensuring that there is no slavery or human trafficking in any part of its business including its supply chains.

Dhamecha Food Limited considers its suppliers as important partners' with whom it aims to grow and develop through fair and transparent business. As part of an ongoing initiative, Dhamecha Food Limited works with its suppliers to ensure there are systems in place to:

- identify and assess potential risk areas in Dhamecha Food Limited's supply chains
- monitor potential risk areas in Dhamecha Foods Limited's supply chains
- mitigate and eliminate the risk of slavery and human trafficking occurring in Dhamecha Food Limited's supply chains
- protect whistle-blowers

In the financial year ended 31 March 2020, Dhamecha Food Limited has continued to enhance its supply chain compliance programme by:

- monitoring compliance by requiring customer-facing or supplier-facing employees of Dhamecha Food Limited to review and confirm their compliance with our Legal Code of Conduct every year;
- training relevant employees who have responsibility for our supply chain and procurement about the risk and process for ensuring there is no slavery and human trafficking within Dhamecha Food Limited's supply chains;
- ensuring Dhamecha Food Limited has suitable contractual undertakings from our third-party suppliers as to their compliance with the law in this area; and
- having a dedicated compliance team which consists of professionals from Legal, Finance, Human Resources and Procurement.

4. Approval for the Statement

I, certify that the information contained in this Statement is true and factual and has been approved by the Directors of Dhamecha Food Limited.

A handwritten signature in black ink, appearing to read 'A. Daniel', is written over a horizontal dotted line. A long, sweeping horizontal stroke extends from the end of the signature to the right.

Director

For and on behalf of Dhamecha Foods Limited

14 July 2020