



## **Modern Slavery Policy**

Modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. The Pure Cold Group recognises that as a commercial organisation it has a moral and social responsibility to take a zero tolerance approach to modern slavery in all forms.

We are committed to preventing slavery and human trafficking in our business activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

We undertake due diligence when considering taking on new suppliers, and in the review process of our existing suppliers. The due diligence includes:

- Understanding our supply chain so as to identify and assess particular product or geographical risks of modern slavery and human trafficking;
- Evaluating modern slavery and human trafficking risks through the completion of Supplier Audit Processes and Declarations;
- Conducting major supplier audits with our major suppliers across the UK, Europe, Asia and the United States. Where appropriate we insist on full independent SEDEX auditing;
- Terminating our relationship with major suppliers that fail to improve their performance in line with an action plan or violate our supplier code of conduct.

The Company requires all employees working in supply chain management and relevant roles to assess the risk of slavery and human trafficking in relation to various aspects of the business and what should be done if this activity is suspected.

The Company has raised awareness of modern slavery issues and associated risks by circulating a communication to staff during 2018 and will do so again in 2019 and with all new recruits to our Group. Additionally we will publish this statement.

This statement has been approved by the Board of Directors of Pure Cold Limited who will review and update it annually.

This statement is made pursuant of section 54 (1) of the Act and constitutes our slavery and human trafficking statement for year to 31<sup>st</sup> December 2019

A handwritten signature in black ink, appearing to read "Mark Isaacs".

Mark Isaacs  
Company Secretary

1<sup>st</sup> March 2019