

H.N. NUTTALL LTD

FOODSERVICE

Established 1851



H.N. Nuttall Ltd

Modern Slavery and Human Trafficking Statement

Our Business

H.N. Nuttall Ltd. is a family-owned independent wholesale foodservice distributor established in 1851 and based in Hyde, Greater Manchester. We supply over 11,000 products, including ambient, frozen, chilled, and fresh food, along with catering supplies to a wide range of customers across the UK, including hotels, restaurants, schools, and other institutions.

Commitment to Ethical Conduct

H.N. Nuttall Ltd. is committed to ensuring there is no place for modern slavery or human trafficking in any part of our business or supply chains. We are dedicated to maintaining the highest ethical standards, both within our operations and through our relationships with suppliers, customers, and partners. Our procurement processes are designed to ensure that we only work with those who share our commitment to upholding human rights, fair labour practices, and transparency. We are committed to the principles of the Ethical Trading Initiative base code <https://www.ethicaltrade.org/eti-base-code>.

Policies on Slavery and Human Trafficking

We operate a zero-tolerance policy towards modern slavery and human trafficking. We expect the same from our suppliers and partners and have put in place systems and processes to monitor and prevent modern slavery in our supply chain. Our policies include:

- **Supplier Approval and Monitoring:** We have a documented supplier approval and monitoring procedure, which is risk-based and ensures that suppliers meet the ethical standards required by our business.
- **Anti-Slavery Policy:** All suppliers must adhere to our Anti-Slavery Policy, and we conduct annual assessments to identify risks and address any violations.
- **Whistleblowing:** Our whistleblowing policy allows employees and suppliers to confidentially report any concerns regarding potential modern slavery practices.

Newton Moor Industrial Estate, Newton, Hyde, Cheshire, SK14 4LF

Tel: 0161 368 0331

www.hnnuttall.co.uk

Directors: J.M. Rogers

Reg. No. 00362138

Due Diligence and Risk Assessment

We have implemented a comprehensive due diligence process to prevent modern slavery in our operations and supply chains. This includes:

- **Supplier Risk Assessments:** We assess potential and existing suppliers for modern slavery risks as part of our supplier onboarding and annual evaluation process.
- **Third-Party Audits:** We conduct third-party audits and on-site inspections to ensure compliance with our ethical standards.
- **Corrective Actions:** Suppliers found to be non-compliant with our policy will be required to implement corrective actions within 30 days. Non-compliance may result in contract termination.

Training and Awareness

H.N. Nuttall Ltd. recognizes that modern slavery can take many forms, including forced labour, servitude, and human trafficking. To address this, we provide the following training:

- **Employee Training:** All employees receive regular training on what constitutes modern slavery, how to identify signs of exploitation, and how to report concerns.
- **Supplier Training:** We ensure that our suppliers are also aware of our policies and are provided with guidance on how to comply with ethical trade practices.
- **Ongoing Awareness:** New recruits receive specific training on modern slavery awareness during their induction, and ongoing training is provided regularly to all employees.

Management Responsibility

The **Director** is ultimately responsible for ensuring this policy is implemented and that H.N. Nuttall Ltd. remains compliant with the Modern Slavery Act 2015. The management team, led by the Managing Director, oversees day-to-day implementation of this policy, including risk assessments, supplier monitoring, and addressing any incidents of modern slavery.

We review this policy on an annual basis to ensure that it remains up to date with the latest legal requirements and best practices.

Our Zero-Tolerance Approach to Modern Slavery

H.N. Nuttall Ltd. maintains a zero-tolerance approach to modern slavery and human trafficking. We will not knowingly engage with any supplier or business partner who is involved in or supports modern slavery practices. We are committed to working with all stakeholders to improve practices, prevent exploitation, and eradicate human trafficking in our supply chains.

Newton Moor Industrial Estate, Newton, Hyde, Cheshire, SK14 4LF

Tel: 0161 368 0331

www.hnnuttall.co.uk

Directors: J.M. Rogers

Reg. No. 00362138

Employee Protection and Reporting

Employees are encouraged to report any suspicions or concerns regarding modern slavery or human trafficking. Our confidential whistleblowing channels ensure that no employee will face any retaliation for raising a genuine concern.

- **Reporting Mechanisms:** Employees can report concerns to their line managers, HR, or anonymously via our dedicated whistleblowing service.
- **Protection Against Retaliation:** We ensure that employees who report concerns in good faith are protected from any detrimental treatment or retaliation

Management and Review

The **Managing Director** and senior management team are responsible for the implementation and effectiveness of this policy. This statement is reviewed annually to ensure it reflects the current laws, best practices, and the company's ongoing commitment to combat modern slavery and human trafficking.

Signed,



James Rogers

Managing Director
H.N. Nuttall Ltd.

Date: 24.02.2025

Newton Moor Industrial Estate, Newton, Hyde, Cheshire, SK14 4LF

Tel: 0161 368 0331

www.hnnuttall.co.uk

Directors: J.M. Rogers

Reg. No. 00362138

Modern Slavery Helplines

For more information or support related to modern slavery and human trafficking, please contact the **Modern Slavery & Exploitation Helpline** at:

- **Phone:** 08000 121 700
- **Website:** www.modernslaveryhelpline.org
- **Available:** 24/7, confidential, and available in multiple languages.

In case of emergency, please call **999**. For non-urgent matters, call **101** or report anonymously to **Crimestoppers** on **0800 555 111**.

Newton Moor Industrial Estate, Newton, Hyde, Cheshire, SK14 4LF

Tel: 0161 368 0331

www.hnuttall.co.uk

Directors: J.M. Rogers

Reg. No. 00362138