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Modern Slavery Policy Statement for the Financial Year 2020-21.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

1. Commitment.

We at C.G. Hacking & Sons Limited, believe that by acting ethically and with integrity modern slavery can be highlighted and tackled.

This annual statement details the implementation and control measures to ensure that modern slavery is not taking place within our business or our supply chains.

2. Organisational Structure, business and supply chains.

C.G. Hacking & Sons Limited is an international trading house in the supply chain of nut kernels and seed kernels that was established in 1971. Our London Office is at Calvert Buildings, 50 Borough High Street, London, SE1 1XW. We have an internal company structure of three directors and seven employees. All are permanent employees with contracts of employment.

We supply a variety of industries including bakeries, confectionary companies, the ethnic trade, manufacturers, re-packers, roasters and salters, wholesale, and health stores.

Within our supply chain we source foods products mainly in bulk from many destinations worldwide. We carry stocks in third party warehouses within the U.K. and Europe. We are BRC Global Standard Agents and Brokers certified, compliant in factory audits for food safety and all our suppliers are GFSI certified or have a food quality and safety system in place.

In addition to our product suppliers, we also have a number of service providers who help us run our business such as warehouse providers, freight forwarders, customs brokers, IT support and cleaners.

3. Responsibilities.

C.G. Hacking & Sons Limited are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or our supply chains.

Our Finance Director is responsible for HR compliance within the company and we have a contractual complaint and grievance procedure which applies to all employees to ensure that our aim for consistent and fair treatment is available to all within the company.

Our Policies and processes for managing ethics and compliance risks are kept under review by the board of directors and approved by them annually.

CGH is SEDEX registered (B Member): ZS407314895.

4. Processes of due diligence.

C.G. Hacking & Sons have identified the following processes in relation to slavery and trafficking within the business and supply chain.

- Identify potential risks within the supply chain;
- Regularly monitor all areas within the supply chain;
- Assess customers' requirement and work with them.

We have an ethical trading policy which prohibits forced labour and promotes fair employment practices in line with International Labour Organisation standards.

We aim to build long-term relationships with our suppliers and service providers and an understanding of their businesses and we are in the process of obtaining their agreement to a code of practice implementing our ethical trading policy.

We use the resources available from SEDEX to keep working conditions in our supply chain under review. If we consider that any of our suppliers represent a greater risk of modern slavery abuses, we seek clarification of their practices.

We will also include prohibitions on modern slavery abuses in our standard supplier contracts.

5. Effectiveness in combating slavery and human trafficking

C.G. Hacking & Sons does not currently maintain any specific performance indicators for measuring the effectiveness of its efforts to ensure that slavery and human trafficking are not present in its supply chain but will review appropriate measure in the future.

Signed by N J Shaw

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18/08/2017