

## **Modern Slavery Statement**

This statement is pursuant to section 54 of the Modern Slavery Act 2015 and is in relation to the financial year ended 31 December 2023.

## **Our Organisation**

Lofthouse of Fleetwood Limited is a private limited company, employing almost 350 staff in the North West of England. The principal activity of the company is the manufacture of medicated confectionery.

As a company we are committed to the highest standards of ethics and integrity and have a thorough understanding of the responsibility to our customers, employees and their families, to the environment and to society in general. In discharging our responsibilities, we will not take professional or ethical shortcuts. Our interactions with all sections of society must reflect the high standards to which we aspire.

## **Our Supply Chain**

We supply a range of medicated confectionery to over 120 countries around the world, with the majority going to Europe and South East Asia. In order to support our business, we maintain a network of third party suppliers providing a range of ingredients and packaging materials. All our major supply partners are amongst the best in their respective industries who perform with the highest ethical standards. We work with all partners within our supply chain to ensure that the expected levels of ethical behaviour are maintained and improved.

## **Policies in place**

Lofthouse of Fleetwood Limited, has a number of policies in place that all employees are expected to follow, the company handbook clearly states the company's key values, which include Ethics and Integrity and employment responsibility and provides details of the policies and procedures in place to ensure these values are upheld.

The relevant policies include:

*Whistleblowing Policy*, is to encourage its employees to report any concern regarding the malpractice of the company.

*Corporate Social Responsibility*, provides clear guidelines in the way that the company expects our core values to be upheld and applies to all directors, managers and employees.

*Procurement and Supplier Management*, provides clear guidelines in the way that the company expects procurement and supplier management activities to be carried out.

*Supplier and service provider management process*, ensures that a set process is followed for all suppliers.

A wilful breach of any of these policies or unauthorised departure from the procedures derived from them, may constitute a disciplinary offence.

### **Training and Due Diligence**

Lofthouse of Fleetwood Limited will maintain procedures through social and political responsibility and awareness throughout our supply chain. Unsocial, demeaning, or illegal practices, including Modern Slavery, will not be tolerated in any part of the value chain. Any such behaviour found will be reported and exposed to the relevant authorities.

The company understands the risk of Modern Slavery and will provide any training necessary to relevant members of staff to help us identify and prevent this.

### **Annual Review and Approval**

This statement will be reviewed annually with the financial accounts.

The directors of Lofthouse of Fleetwood Limited have approved this statement and signed accordingly.



Mr D Lofthouse  
Managing Director  
Lofthouse of Fleetwood Limited

17 May 2024