

## H+K International Modern Slavery and Human Trafficking Statement 2020

H+K International welcomes the UK Modern Slavery Act 2015 to encourage businesses to actively address human rights issues, including forced labour and human trafficking.

We are committed to doing business responsibly and taking meaningful steps to ensure workers fundamental rights and freedoms are respected. We have a zero-tolerance approach to slavery, trafficking or forced labour in any part of our business or supply chain.

This statement sets out the steps we have taken, and continue to take, to prevent slavery and human traffic in our supply chain or any part of our business. We understand that the Manufacturing sector has an important role to play in supporting human rights, and we have policies and processes in place to mitigate risks concerning our employees, customer, and suppliers.

### Our organisational structure and operations

H+K are a customer-first global leader who provides kitchen solutions to the world's largest restaurant chains. Worldwide we employ 1,300 Employees in 24 countries, five manufacturing facilities, 11 distribution centres and 12 sales and support representation offices.

### Our Policies

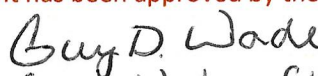
Operating responsibly requires us to run our business in ways that meet all relevant legal and regulatory requirements. We have in place several internal policies and procedures which reflect our commitment to operating responsibly and ethically both at business and an individual level. These include our Code of Conduct policy, Public Interest and Disclosure policy, right to work policy, Child Labour Policy, forced prison and other compulsory labour policy and our H+K Equality policy. Employees are trained annually on the Modern Slavery and Human Trafficking statement.


The H+K Code of conduct covers a wide range of business practices and procedures. It does not include every issue that may arise, but it sets out basic principles to guide all employees of the Company. All our employees must conduct themselves accordingly and seek to avoid even the appearance of improper behaviour. The basic principles outlined within the Code of conduct addresses several specific issues, including compliance with laws, rules and regulations and human rights. We have expectations that our suppliers and supply chains are aware of the below

- Respect the human rights of their employees and comply with relevant legislation regulations and directives in the countries and communities in which they operate.
- Prohibit forced labour (slavery) and human trafficking in their supply chain and give their employees the right and ability to leave employment if they choose.
- Prohibit child labour
- Ensure that wages meet legally mandated minimums without unauthorised deductions
- Allow their employees to legally organise and join associations (such as Trade unions)
- Provide clear and uniformly applied disciplinary and grievance procedures, including prohibiting mental physical or verbal abuse.
- Ensure that working hours are following local regulation and industry practice and voluntary overtime is at a manageable level.

We will continue to monitor, embed, and build on our approach to identifying and mitigating modern slavery and human trafficking risks in our business and our supply chain.

This statement has been approved by the Board of H+K International.

Signed by:   
NAME/TITLE Guy D. Wade, CEO  
Date 11/11/2020

Signed by:   
NAME/TITLE Bonnie Chan, CFO  
Date 11/11/2020