Modern Slavery and Human Trafficking Statement

1. Introduction

This statement is made by Woods Foodservice Ltd pursuant to section 54 of the Modern Slavery Act 2015. It sets out the steps we have taken during the financial year ended 30 April 2026 to ensure that slavery and human trafficking are not taking place in any of our supply chains or in any part of our own business.

Woods Foodservice Ltd has a zero-tolerance approach to modern slavery, human trafficking, forced labour and child labour in any form. We are committed to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our business or in our supply chains.

This statement was approved by the board of directors and signed by a director on behalf of the Company before it was published.

2. Our organisation and structure

Woods Foodservice Ltd is a private limited company (company number 01620340), incorporated in 1982 and registered at 5 Riverside Way, Uxbridge, Middlesex UB8 2YF.

We are a foodservice wholesaler. We store and distribute ambient, chilled, and frozen pre-packed food products, along with catering consumables and janitorial supplies, to various hospitality sectors. We also handle open food, including loose fresh fruit and vegetables, at our Unit 27 site. After consolidating our estate, we operate from two sites in the same business park in Uxbridge: Unit 5 and Unit 27. We employ approximately 150 people, and our turnover is approximately £42.2 million. Our operations are certified to the BRCGS Global Standard for Storage and Distribution (Issue 4), and we are a certified B Corporation.

The Company's directors are Darren Labbett (Managing Director) and Lana Marie Bhikha. The Compliance Director has day-to-day responsibility for this statement and the controls described in it, and for logistics management and the HACCP team.

3. Our supply chain

We purchase from approximately 330 active suppliers. These fall into four broad groups:

- manufacturers and brand owners of food and drink products, the majority UK-based, with a smaller number in continental Europe and further afield;
- growers, importers and agents supplying fresh produce, including seasonal and imported lines;
- suppliers of packaging, catering consumables and janitorial products; and
- service providers, including haulage, facilities services, and recruitment agencies supplying temporary labour to our warehouses in our busier period of the year.

We do not manufacture. Our exposure to modern slavery risk therefore arises principally in three places: the labour used in the production and primary processing of the goods we buy; the labour used in the transport and storage operations we subcontract; and the temporary and agency labour engaged in our own warehouses

4. Our policies

During the year, we maintained the following policies relevant to modern slavery, and have consolidated our approach into a single anti-slavery policy:

Policy	Relevance
Policy 8 — Anti-Slavery and Human Trafficking Policy Statement (version 3.1)	Zero-tolerance statement, definitions, governance, risk assessment, due diligence, recruitment, remediation, indicators and reporting.
Policy 9a — Supplier Code of Conduct	Minimum requirements for suppliers, including labour and human rights, and the CIPS Ethical Code of Conduct.

Policy	Relevance
Corporate and Social Responsibility Policy	Ethical trading and community commitments.
Equal Opportunities Policy	Fair treatment and non-discrimination in employment.
Health and Safety policies and procedures	Safe systems of work for employees, agency workers and contractors.
Confidential reporting arrangements	Route for raising concerns, including the confidential suggestion form and box at site.

5. Due diligence

The following controls operated during the year. Where a figure is stated, it is drawn from our records; where a figure is not yet verified, it is marked for confirmation before publication.

Control	What we did during 2025	Owner/s
Supplier approval	All suppliers must be approved before supply begins, through the Supplier Approval Procedure and the supplier-approved platform.	Procurement & Compliance
Contract terms	Anti-slavery and human trafficking clauses are included in supplier terms and contracts, with a right to audit and terminate for breach.	Procurement
Supplier code	Suppliers confirm acceptance of the Supplier Code of Conduct, which requires adherence to the CIPS Ethical Code of Conduct and prohibits forced, bonded and child labour.	Procurement
Recruitment and agency labour	Right-to-work checks are completed before employment starts. Identity documents are checked and returned, never retained. Workers are engaged through approved agencies, and no recruitment fee is charged to a worker.	HR
Product and specification data	Nutritional, allergen and packaging data are held through Erudus, and specifications are reviewed at least every three years.	Compliance
Concerns	Concerns can be raised with a supervisor, manager, director, HR or the Compliance Director, or through the confidential suggestion form and box at site.	Compliance
Training	Induction covers the anti-slavery policy for all new starters, including agency workers, with additional role-specific training for procurement, technical, HR, warehouse and transport roles.	HR

6. Risk assessment

We assess modern slavery risk across our supply chain and our own operations. The areas we regard as carrying the highest risk are:

- Agency and temporary labour in our warehouses. Warehousing and distribution rely on flexible labour, and agency workers can be more vulnerable to exploitation. We use a named recruitment agency that is subject to our supplier approval process, and agency workers are covered by our site procedures, including our Security Procedure, which applies to all employees, contractors, agency staff and visitors.
- Fresh produce and imported lines. Seasonal harvesting, packing and long international supply chains carry well-documented labour risk. We treat imported and seasonal produce, and suppliers operating in countries with weaker labour enforcement, as higher risk.
- Subcontracted transport and storage. Where we use third-party operators, we rely on their certification and on the contractual requirements set out in section 5.
- Non-food goods. Packaging, janitorial and consumable supply chains, particularly where sourced from outside the UK, can carry labour risk that is less visible to us.

Where a supplier or category is assessed as higher risk, we apply additional scrutiny, including site visits or audits, supplier self-assessment, and evidence of fair labour practices.

7. Training and awareness

All employees receive induction training on their first day, covering our policies and procedures, including Policy 8. Employees involved in buying, supplier approval, warehouse operations, and HR receive additional training on recognising indicators of modern slavery and how to respond to and report concerns. Training is refreshed on a scheduled cycle, and training records are retained by HR and reviewed during audits.

8. Reporting concerns

Anyone with concerns about modern slavery in any part of our business or supply chains should report it immediately to a supervisor, a manager or a Director, or to the HR department. Employees can also raise concerns through our confidential reporting arrangements, which allow anonymous submission using the confidential suggestion form and the suggestion box in the canteen, and through our whistleblowing channel.

All concerns are taken seriously and investigated promptly. We will not tolerate any retaliation against anyone who raises a concern in good faith.

9. Measuring effectiveness

We monitor the effectiveness of our approach through:

- the proportion of active suppliers holding current approval, and the currency of their approval questionnaires;
- supplier risk ratings, and the outcome of site audits and trial-period reviews;
- completion of induction and refresher training;
- the number and outcome of concerns raised; and
- review of this statement and of Policy 8 at least annually, and of supplier performance at the annual management review.

10. Priorities for the coming year

During the coming year we intend to:

- strengthen the labour and human rights content of our supplier approval questionnaire, so that modern slavery risk is assessed explicitly rather than only through food safety and quality criteria;
- extend our risk assessment of agency labour in our own operations, including how we verify the recruitment practices of the agencies we use;
- improve the visibility of our reporting routes, so that agency workers and contractors, as well as employees, know how to raise a concern; and
- keep this statement and Policy 8 under review considering the reforms to the Modern Slavery Act 2015 currently before Parliament.

11. Approval

This statement was approved by the board of directors of Woods Foodservice Ltd on [date] and is signed on its behalf by:

Signature: 

Darren Labbett - Managing Director

Date: 18th of November 2026