



Martin-Brower UK Ltd
Third Floor (South Wing)
One Park Lane,
Hemel Hempstead,
Herts, HP2 4YJ
Tel: +44 (0)1442 431500
Fax: +44 (0)1442 431572
martinbrower.com

Slavery and Human Trafficking Statement

This statement is made on behalf of The Martin-Brower Company, L.L.C. ("Martin Brower") and all of its direct and indirect subsidiaries and joint ventures (the "Group") who are committed to conducting business in an ethical manner in compliance with all applicable slavery, human trafficking and migrant labor laws in the countries in which they operate. This statement is made pursuant to Section 54, Part 6 of the UK Modern Slavery Act of 2015 and sets out steps Martin Brower has taken to ensure that slavery and human trafficking are not taking place in our supply chain or in any part of our business.

Our Mission

Martin Brower is a global organization dedicated to being the leading supply chain solutions service provider for restaurant chains around the world, creating an outstanding work environment for our employees and delivering unmatched value for our customers while protecting their brands.

Our Policy

As a supplier, Martin Brower requires all of its Group companies to comply with a Supplier Code of Conduct ensuring fair and ethical workplace standards across our supply chain. The Supplier Code of Conduct addresses human rights, workplace environment, environmental management and business integrity. Martin Brower has also published a Global Transparency in Supply Chain Policy which reinforces and strengthens our commitment to the rights of employees, supply chain, and the global communities in which we serve.

Our Practices

Martin Brower has taken a variety of actions to verify the absence of forced labour, slavery and human trafficking, including but not limited to the following:

- **Long Standing Relationships:** We build long standing relationships with customers and suppliers who share our values and know our expectations of business behaviour.
- **Due Diligence:** We complete due diligence on agents who interact with government actors to ensure worldwide adherence to applicable laws.
- **Audits:** All Martin Brower locations complete a Supplier Workplace Accountability Audit including but not limited to a physical, onsite audit, acknowledgment of the Supplier Code of Conduct, review of online training material and self-assessment questionnaires.
- **Reporting:** We have a corporate wide accountability and reporting mechanism (Ethics Hotline) and require employees to complete a mandatory ethics certification on a yearly basis as permitted by local law and/or collective bargaining agreements.
- **Internal Accountability:** Martin Brower has internal processes and procedures to help confirm that employees and suppliers meet our standards, including internal audits, measurement of key performance indicators and customer business reviews.
- **Labor Monitoring:** We pride ourselves on best practice labour monitoring and established ethical practices in each country. All employees are made aware of our policies and how they can be accessed for future reference. Anyone involved in recruitment are trained to comply with local legislation and local processes to ensure that we remain ethical. We also conduct



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Registered in England & Wales: 1601427



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audits at a local level to identify problems or instances of non-compliance and develop corrective action plans that identify root causes to prevent instances of recurrence.

Our focus on slavery and human trafficking is part of a larger effort to encourage supply chain transparency and accountability. We do not tolerate forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery or trafficking of persons for any purpose.

This statement is made on behalf of Martin Brower and the Group:

The Martin-Brower Company, L.L.C.

Martin-Brower UK Holdings Ltd



**INVESTORS
IN PEOPLE**

Gold
Until 2019

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