

Slavery and human trafficking statement

For the financial year ending 31 March 2017

Introduction

This statement has been published in accordance with the requirements of section 54(1) Modern Slavery Act 2015 (the Act). It sets out the steps taken by **SeeWoo Group** during the financial year ended 31 March 2017 to ensure modern slavery and human trafficking is not taking place in any part of our business or any of our supply chains.

Modern slavery is a term used to encapsulate the crimes of slavery, servitude, forced or compulsory labour and human trafficking.

SeeWoo Group has a zero tolerance approach to modern slavery of any kind within our organisation and supply chains. We do not believe any incidences of modern slavery took place within our business in the year. We are committed to improving our practices to enable us to identify and eradicate any modern slavery within our supply chains.

Our structure and business as at 31 March 2017

SeeWoo Group is a family business started in 1975 supplying Oriental foods in the UK with its 3 retail stores (2 in London: Greenwich and Central London and 1 in Glasgow), wholesale sales operation (Greenwich and Park Royal, London and Glasgow) and a factory (Way-On Foods Limited). We are registered in England and Wales (registered number 1295299).

Today **SeeWoo Group** is owned and run by Stanley and Tony Tse. Our head office is based in Park Royal, London. We currently have over 370 employees.

SeeWoo Group has an annual turnover of £70 million.

Our policies

Since the year end we have completed a review of our internal policies to ensure our compliance with the Act and as part of this exercise a standalone Anti Modern Slavery Policy has been adopted which reflects our commitment to implementing and enforcing effective practices and controls to ensure modern slavery is not taking place in our business and supply chains. We support openness about raising any concerns of human rights violations like modern slavery and our Anti-Corruption and Bribery and Whistleblowing Policies encourages staff to report genuine concerns about wrongdoing or legal breaches – these policies have been specifically reviewed to ensure it adequately covers modern slavery and human trafficking concerns.

Training

We have zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Anti-Corruption and Bribery and Whistleblowing Policies are available in our Employee Handbook.

Our new Anti-Modern Slavery Policy applies to all persons working for us or on our behalf in any capacity. All managers dealing with those most at risk of encountering modern slavery issues, such as those working in the areas of Buying and business operations must ensure those individuals reporting to them understand and comply with our Anti Modern Slavery Policy.

The Anti-Modern Slavery Policy has been made available to all our employees and is now part of the New Employee Induction Pack.

Our supply chains

The relationship with all our suppliers has been established over a number of years and is built upon mutually beneficial factors, where we have close and personal links and contact with the owners or directors, typically reflecting the fact that we partner with small and medium sized operations in the main, locally and word wide (basically China).

Our commitment to this policy will be reviewing our expectations of suppliers in areas such as data protection/information security, diversity and ethical, social, environment, health and safety issues.

A wider plan looking at how we can enhance our own procurement/buying processes has already been considered at Management level, and the work we are doing around compliance with the Act will also form part of this broader approach. Going forward, as a minimum we will be seeking reassurance from relevant suppliers on their compliance with the legislation.

Effectiveness

SeeWoo Group has not been informed of any incidents of modern slavery or human trafficking during the financial year, but would investigate any allegations should they arise and take appropriate action in accordance with our policies and procedures. In the event of such an event occurring or an allegation being made, the matter will be initially reported to our Chairman to determine appropriate action.

Future steps

Our immediately identified actions are as follows:

- provide internal briefings to raise awareness about the Act and how to mitigate the risks of modern slavery and ensure those most at risk of encountering modern slavery issues have received guidance on our Anti Modern Slavery Policy; and
- establish an exercise of categorising our suppliers based on various risk factors (including modern slavery) and use this to shape our future due diligence processes that are put in place regarding our supply chains;
- continue with our wider review of our procurement/buying process.

This statement is made in accordance with the Modern Slavery Act 2015 section 54(1) and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2017.

The Directors of the Company approved this statement on 30th August 2017.

Signed by:

Tony Tse
Managing Director
SeeWoo Foods Group



14.9.2017.