



Modern Slavery Statement 2019

Introduction

HelloFresh UK considers Modern Slavery and human trafficking to be a serious global issue and we know that our customers and suppliers share our concerns. Our commitment is very clear: we will always treat people in our business and supply chain fairly. In addition, we aspire to be at the forefront of eradicating Modern Slavery within our industry and the wider environment. As set out in this statement, we have made significant progress in 2019 and in the year ahead we will continue to develop and adapt our approach to managing the risk of Modern Slavery within our business and supply chain which remains a key focus of the business at board level.

Our business and supply chain

Founded in Berlin in 2011, HelloFresh was one of the first companies to offer meal kit solutions as they are known today. Shortly after the founders assembled the first meal kits in their kitchen, HelloFresh quickly expanded its operations to offer nationwide coverage in Germany, the Netherlands and the United Kingdom, and later expanded to Austria, Australia, the United States (excluding Alaska, Hawaii and the US territories and possessions), Belgium, Canada, Switzerland, Luxemburg, France, New Zealand and most

recently Sweden.

Our mission is to give every household the opportunity to enjoy fresh, delicious and healthy meals without the associated hassle of having to find a recipe and shop for all the necessary ingredients.

HelloFresh UK sells groceries sourced from over 100 key suppliers. 86% of our suppliers are UK based and 14% of our suppliers are based in Europe but products are sourced from around the globe by our suppliers to meet our customers' needs.

The wider HelloFresh Group operation also has complex supply chains, which includes goods that are not for resale including, IT equipment, logistic centres and offices. Furthermore, we have numerous service providers that keep our business operating day to day.

Our Policy

The HelloFresh Group, including HelloFresh UK are committed to comply with all relevant laws in the countries we operate and to maintain the highest standards of professionalism, integrity, ethics and respect for human rights. At the centre of our approach to human rights are a number of internationally recognised declarations, which form the foundation for how HelloFresh works: They include:

- UN Universal Declaration of Human Rights;
- UN Convention on the Rights of the Child;
- UN Convention on the Elimination of All Forms of Discrimination against Women;
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

The following policy is applicable as a minimum standard to all suppliers of goods and services, included branded and own brand suppliers in all sourcing countries. HelloFresh UK is working with its suppliers to establish management systems for complying with this policy and to maintain records demonstrating compliance. The minimum standards we expect from our suppliers includes:

- Employment to be freely chosen;
- Child labour shall not be used;
- Employees to have freedom of association and the right to collective bargaining;
- Working conditions that are safe and hygienic;
- Payment of legal minimum wages;
- Freedom from discrimination in the workplace.

We aim to lead by example and require all suppliers to allocate sufficient resource to ensure they comply with legal requirements as well as our policy on Modern Slavery.

Auditing

All HelloFresh UK suppliers are risk assessed and must complete a Self-Assessment Questionnaire ("SAQ") before we start trading with them which includes confirmation regarding suppliers' association with Sedex. We update the SAQs during re-tendering processes annually. Suppliers must address any concerns raised by HelloFresh and be closed off within the timeframes stipulated prior to supply of goods to ensure legal compliance throughout the supply chain and to protect associated workers and customers.

Sedex is the world's largest collaborative platform where companies can share responsible sourcing data and progress with other members. We are working to ensure that all of our suppliers sign up to these standards and we will continue to work with them in the coming year. Currently over 80% of our suppliers are registered with Sedex and we aim for this to be 100% in 2020.

Responsible sourcing and supply chain is a principle risk within our overall business wide risk assessment. We update risks, progress and performance to the Risk Committee chaired by the CEO on a quarterly basis.

We use the information gathered as part of our internal audits to continually reassess and respond to risks in our business and supply chain. Our focus areas in our business are agency workers in our distribution centre as well as workers in security and cleaning for our offices.

We assess the potential human rights risk of our supply chains by considering the country of origin where we are sourcing products. We also gather intelligence about emerging risks through our network of group companies. Our products come from European suppliers which we consider as low risk.

Checks are also undertaken within our employee base to ensure that none of our employees or

agency works are subject to Modern Slavery. Such checks include ensuring that all employees have their own legal documents, contracts of employment, own bank account and do not have other people speaking for them.

Awareness and plans for next year.

Raising awareness of Modern Slavery, both within our business and throughout our supply chain, is an important part of our company strategy. Identifying risks requires the continual education of colleagues and suppliers to understand the development of Modern Slavery.

In 2020 we will be setting up a Modern Slavery Working Group within HelloFresh UK which aims to meet quarterly to discuss ongoing training within the business. Modern Slavery will also be a key topic for our CSR committee. We will also continue to develop our SAQ to ensure we deal with Modern Slavery issues in the most comprehensive way.

In the next 12 months, we plan to continue to strengthen our approach to managing the risk of Modern Slavery throughout our supply chain by growing our partnerships and associations. We will provide tailored Modern Slavery training to UK staff and continue to work with supplier by enforcing regular compliance audits.

HelloFresh Partnerships

HelloFresh recognise the crucial role of partnerships tackling Modern Slavery. It is important that when we participate in partnerships, we are clear on the role they play and the value they add. In the past year, we have initiated or furthered our partnerships with the following organisations:



HelloFresh UK remains a member of the Stronger Together network to further understand how to tackle Modern Slavery in the UK operation and supply chain. Through www.stronger2gether.org, the initiative provides clear and pragmatic resources and training to support employers and labour providers in at risk sectors to deter, detect and deal appropriately with forced labour trafficking and other hidden labour exploitation.



HelloFresh continues to be a member of Sedex who are a global not-for-profit membership organisation. Sedex has more than 50,000 members in over 150 countries. Sedex is one of the ethical trade organisations that we require our suppliers to be members of. The platform can be used by buyers, suppliers and auditors to quickly identify



We work with BAP accredited suppliers who provide verification that producers are following best practices to deliver farmed seafood safely and responsibly. This includes social accountability within the supply chain.



Roundtable on Sustainable Palm Oil are a not for profit

which unites stakeholders from 7 sectors to develop and implement global standards for sustainable palm oil. This includes development and implantation of a credible global standard for the entire supply chain of sustainable palm oil which HelloFresh recognise as part of our broader supply chain assessment process.



GLOBALG.A.P.

We work with suppliers who are Global G.A.P certified which is a certification developed to ensure good agricultural practices are followed. This can involve an audit to assess social practices on the farm, addressing specific aspects of workers' health, safety and welfare.

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Grocery Delivery E-Services UK Limited ("HelloFresh UK") during the year ending 31 December 2019 to prevent modern slavery and human trafficking in its business and supply chain.

This statement was approved by the board of Grocery Delivery E-Services Limited (HelloFresh UK).

A handwritten signature in blue ink, appearing to read "Laurent Guillemain", written over a horizontal line.

Laurent Guillemain

CEO HelloFresh UK