



Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our organisation as well as our supply chains are free from slavery and human trafficking during this financial year ending 31st December 2024.

World of Goodness Limited and subsidiaries is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

World of Goodness Limited is the UK's largest distributor, importer and wholesaler of confectionery products. With our head office based in Loughborough, Leicestershire, with approximately 1000 employees.

Our Group comprises of:

Hancock's Wholesale Stores (serving more than 22,000 independent customers)

Field Sales/Direct to store Teams (covering 36,000 independent customers)

ECOM sites (have 55,000 users per week)

National Account teams that cover all sales channels

Our organisation acknowledges that it sits within an industry that is known to be at risk of modern slavery and as such World of Goodness strives to continually improve in its efforts to mitigate against the risk of modern slavery in its operations and supply chains.

Supply Chains

Our significant suppliers are assessed, and they must confirm that they comply with legal obligations in relation to Modern Slavery and they are committed to ensuring that there is no Modern Slavery taking place in their business or in their supply chains.

They must also provide us with a copy of their anti-slavery policy. If they are found to be in breach of their policy or are found to have Modern Slavery or knowingly in their supply chains, we may terminate our contract with them and pursue legal action against them.

Company Policies

Our modern slavery strategy is supported by several key policies that we have in place throughout our organisation:

Modern Slavery Policy reflects our commitment implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains, and to acting ethically and with integrity in all our business activities and relationships.

We ensure that our significant suppliers are aware of our Modern Slavery policy and take appropriate measures to ensure that our suppliers adhere to the same standards.

Whistleblowing Policy allows our colleagues to raise any concerns that they should have regarding any criminal or breaches in company policies.

Bullying and Harassment Policy explains our commitment to ensuring all colleagues, agency workers, contractors and job applicants work in an environment free from any type of harassment, discrimination and bullying. This also includes freedom from all forms of modern slavery.

Identifying the Risks and Prevention

As part of the organisations strategy to ensure modern slavery does not occur in our supply chain, we continually review the risk. This process identifies the high-risk areas in our supply chain. Where an area has been deemed as high risk the organisation then seeks further assurance through an ethical audit programme.

Our distribution and production sites are required to have an SMETA audit. These audits are based on the ETI base code.

The majority of our colleagues are employed on permanent contracts, which helps the organisation minimise the risk.

The organisation will also use the following practices:

1. Colleague Training

We provide training to all key Colleagues to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk.

2. Right to work Checks

These are conducted in accordance with legislation for all colleagues prior to them starting their employment with the company. All our agencies used are required to carry out appropriate background checks.

3. Colleague engagement survey

We annually run a colleague engagement survey to provide colleagues with the opportunity to provide feedback on a number of areas such as training and development, colleague benefits and communication. It is our intention to continually improve in order to create a positive environment for all colleagues.

We take any breach of our policies or allegations of labour abuse extremely seriously and encourage colleagues to speak up. Any concerns should be reported to our Anti-Slavery Officer, who will then investigate and report to our board of directors.

Future Plans

1. Training: For colleagues to have a more in-depth training module to help increase their awareness and understanding of these risks.
2. Revise to broaden our current Modern Slavery Policy
3. To continually risk assess our supply chain.

This statement has been approved by the HR Department.