Roadchef Anti-Slavery Annual Statement 2017

Roadchef Limited (together with its group companies) ("Roadchef") is a provider of motorway services areas in the UK. Roadchef employs over 3,400 people and has 30 motorway & trunk road service area sites across the UK. Roadchef is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain. Roadchef has a zero-tolerance approach to any form of modern slavery.

In order to provide services to consumers in the UK, Roadchef works with a range of suppliers. Roadchef seeks to impose the same high standards in relation to the prevention of acts of modern slavery and human trafficking on its suppliers as it does on its employees.

As part of Roadchef's commitment to combating modern slavery, we have implemented an Anti-Slavery Policy.

In addition to ensuring internal compliance with our Anti-Slavery Policy, we will also make sure our suppliers have access to a copy of our Anti-Slavery Policy and other related policies to ensure they will adhere to the same high standards. Our Anti-Slavery Policy will form part of our contract with our suppliers and we will take precautions to ensure that no part of a supplier's business operations contradicts our policy.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains;
- monitor potential risk areas in our business and supply chains;
- reduce the risk of slavery and human trafficking occurring in our business and supply chains; and
- provide adequate protection for whistle-blowers.

In addition to our Anti-Slavery Policy, we have policies in place to ensure that we conduct business in an ethical and compliant manner. Examples of these include Roadchef's pay policy, that ensures that all employees are paid by bank transfer to a bank account in their own name to ensure any risk of forced labour is minimised; Roadchef's whistleblowing policy, that ensures that employees can freely raise concerns about the behaviour of other employees or suppliers as well as how they themselves are treated by such individuals without the fear of any reprisal; and Roadchef's recruitment policy, that ensures that potential employees are eligible to work in the UK to protect them from human trafficking or being forced to work against their will.

We invest in educating our employees to recognise the risks of modern slavery and human trafficking in our business and supply chains. Employees are encouraged to identify and report any potential breaches of the Anti-Slavery Policy. Employees are taught the benefits of stringent measures to tackle modern slavery and human trafficking, as well as the consequences of failing to eradicate modern slavery and human trafficking from our business and supply chains.

We measure the effectiveness of our Anti-Slavery Policy and the enforcement of it by the number of reports received from employees, customers, suppliers or law enforcement agencies (which to date have been zero).

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Roadchef’s anti-slavery and human trafficking statement for the financial year commencing 6th Jan 2016 and ending 3rd January 2017. This statement was approved by the Roadchef Board of Directors on 3rd July 2017.

Signature: .......................................................... (Chief Executive)

on behalf of

Roadchef Limited (and its group companies)

Date: 3rd July 2017

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