



Jamie Oliver Restaurant Group Modern Slavery Statement 2018

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. This statement constitutes our slavery and human trafficking statement for the financial year ending 1 January 2019.

Jamie, the senior management and everyone who works for Jamie's Italian Ltd ("**Jamie Oliver Restaurant Group**") or "**Group**" or the "**Company**") recognise that Modern Slavery breaches fundamental human rights and is a crime. Modern Slavery also violates the fundamental values and everything our Company stands for. We act with integrity and pioneer best practice in all business dealings including our supply chain. We are committed to every aspect of the Modern Slavery Act 2015 and require our suppliers and business partners to have the same respect and commitment.

OUR POLICIES

We have a number of policies and standards in place to ensure that the Company conducts itself in a transparent, ethical and responsible manner. These are:

- Our Anti-Slavery policy: Not only does this set out the Company's commitment to prevent modern slavery but it also explains how employees and suppliers identify it and who they go to for help if necessary;
- Recruitment policy: We have a comprehensive recruitment policy, including checks and audits in respect of eligibility to work in the UK for all employees. Further our training and culture encourages employee development, openness and integrity throughout the Group.
- "Jamie Oliver Group Food Standards for Group Companies and Partners": This ensures high standards in all food supplied to the Group and high welfare in all livestock.

Our Policies comply with EU and UK legislation including the Modern Slavery Act 2015 and the Proceeds of Crime Act 2002 and we ensure that our suppliers comply with all relevant national and local legislation and our best practices.

DEDICATED TEAM

We have a dedicated Technical Team operating autonomously of senior management of the Company (but reporting into Jamie) who regularly audit, inspect and investigate standards for all of our food suppliers (by far the biggest category of supply to the Company) to ensure they adhere to all relevant legislation, to our values and comply with the Jamie Oliver Food Standards.

OUR SUPPLIERS

All of our food suppliers must be approved on the Jamie Oliver Supplier Information Exchange ("**JOSIE**") and pass minimum acceptable standards set out in our Jamie Oliver Food Standards. In addition, all new suppliers (regardless of whether they supply food or not) must complete a Supplier Questionnaire specifically relating to Modern Slavery. Our due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Suppliers also have contractual terms confirming:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. We may terminate the contract at any time should any instances of modern slavery come to light

In addition, our standard Terms and Conditions applicable to all suppliers require full compliance with our Anti-Slavery policy and we have a further right to terminate for unethical practices that would bring our Company's name into disrepute.

TRAINING

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain. In addition, our Technical Team participate in the most up to date training to properly audit and inspect all of our food suppliers.

OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified;
- Our Technical Team confirm they have no reason to believe practices such as modern slavery have taken place in our food supply chain;
- Our Head of Procurement and senior team are satisfied to the same degree in respect of our entire business and/or supply chain.
- All suppliers must complete the questionnaire and are subject to due diligence therefore we are confident all suppliers have been scrutinised.

Through our comprehensive systems and processes, including JOSIE, the questionnaire and our due diligence on suppliers, we believe we can adequately: (i) identify risks, (ii) prevent slavery and human trafficking; and (iii) encourage best practices.

Signed



Adam Connon

General Counsel

www.jamieoliver.com

Jamie's Italian Ltd