



**BESTWAY  
WHOLESALE**

THE BEST WAY TO GROW YOUR  
FOOD & DRINKS BUSINESS

**BESTWAY WHOLESALE LIMITED, BESTWAY NORTHERN LIMITED and MAP TRADING  
LIMITED**

**MODERN SLAVERY STATEMENT**

**Introduction**

This statement is for Bestway Wholesale Limited and Bestway Northern Limited pursuant to section 54(6) of the Modern Slavery Act 2015 (the "Act"). Whilst not meeting the total turnover requirements of Section 54(2) of the Act, MAP Trading Limited is included in this statement on a voluntary basis. Bestway Wholesale Limited, Bestway Northern Limited and MAP Trading Limited (together the 'Bestway Wholesale Entities') represents the following statement for the financial year ending on 30<sup>th</sup> June 2020.

**Our commitment**

The Bestway Wholesale Entities are part of the Bestway Group of companies with the ultimate parent company being Bestway Group Limited. The Bestway Wholesale Entities fully endorse the aims of the Act and take a zero tolerance approach to slavery and human trafficking in their supply chains and across their business. The Bestway Wholesale Entities are committed to preventing slavery and human trafficking within its own business and in its transactions with other businesses.

**Our structure**

Bestway Wholesale is the largest independent food wholesaler in the UK, with over 60 Bestway and Batleys depots across England, Scotland and Wales. Over 125,000 customers in the independent retail and foodservice industries regularly shop with Bestway Wholesale either within the depots, via the dedicated customer contact centre, or on the company websites and ordering apps.

The Bestway Wholesale Entities' independent retail proposition expands across the Symbol Group brand Best-one, the retail club Xtra Local, and with a range for unaffiliated retailers. Bestway Vans Direct also operates under the Bestway Wholesale Entities as a delivered van sales service which visits 20,000 customers every two weeks to stock up their snacks and sweets spaces in store, helping them to sell more, make more and save more.

Our catering proposition provides for restaurants, cafes, pubs and takeaway outlets through our range in depots, for contract School's and University businesses through BB Foodservice delivered catering

proposition and for licensed establishments through Drinks Express or with our licensed range in depot.

Bestway also owns the UK's number 1 pet product business, Bestpets, which supplies the specialist pet trade and pet retailers nationwide and operates a Pet Retail Club, 'Bestpets Local'.

Our range includes both leading brands and own-label products across all divisions, offering customers the highest quality for value prices, with an excellent selection of weekly promotions.

Bestway has over 6,000 employees across these businesses. Offering the best choice and convenience for customers, we are on a mission to be the best way for a customer to grow their food, drinks or pet business.

### **An Unprecedented Year**

This year our teams have worked exceptionally hard across all our businesses to effectively face into the impact of the Coronavirus Covid-19 Pandemic. Through the lockdowns and various restrictions maintaining our supply chain to our customers who serve local communities has been a vital lifeline for many. Despite unprecedented times and our colleagues working in exceptionally difficult circumstances we have remained focused on our commitments in this statement.

### **Our suppliers**

The Bestway Wholesale Entities purchase products from around the world as well as producing their own label products. They are committed to acting ethically and expect all of their suppliers to make the same commitment. The companies will address any failures by our suppliers to meet our standards on a case by case basis and ultimately may lead to the Bestway Wholesale Entities ceasing to trade with any such supplier.

### **Within our business**

1. The Bestway Wholesale Entities have a number of HR policies and procedures that demonstrate compliance with UK Employment Law including: Employee Code of Conduct, Recruitment Policy, Equality & Diversity Policy, Anti-Bribery Policy and Corporate Social Responsibility. During 2020 all policies have been uploaded onto our Intranet and we have actively communicated that they are available to all colleagues in our Public Folders, this includes a newly published Colleague Handbook which references all of our policies.
2. The Bestway Wholesale Entities have created a multi-functional Steering Group that work together and meet throughout the year to ensure compliance with the Act.
3. The Bestway Wholesale Entities have introduced an Anti-Slavery and Human Trafficking Policy.

### **Reporting**

The Bestway Wholesale Entities positively encourage employees to report any unlawful activity and/or any activity which may be in breach of policies and procedures through the Whistleblowing Policy. This includes any circumstances which may give rise to an enhanced risk of slavery or human trafficking.

## Actions Achieved

Since publication of the Modern Slavery Statement for the financial year ending 30 June 2019, Bestway Wholesale Limited and Bestway Northern Limited have undertaken the following:

1. Added training on Modern Slavery to our induction process for all colleagues across the Bestway Wholesale Entities to ensure that the previously delivered training is maintained going forward. All colleagues have to ensure they have familiarized themselves with the Anti-Slavery and Human Trafficking Policy within 5 working days of commencement of their employment. Induction records are required to be signed as part of this process. To support this, we have Q&A available on our public folders. All Regional Operations Managers, Depot Managers, Operations Managers, Depot Team Leaders and all Head Office management have modern slavery as an activity for Managers as part of their compliance routine.
2. We have endorsed the inclusion of all Bestway Group companies (excluding Bestway Retail Limited and the entities trading under the 'Well') to the Bestway Group policy on Anti -Slavery and Human Trafficking.
3. We have sought and obtained letters of policy compliance from all external Employment Agencies on our preferred supplier list for recruitment used by the Bestway Wholesale Entities to recruit permanent and temporary staff.
4. We have continued to review our supply chain to ensure supplier compliance with the Act.

## Next steps

The Board of Directors of the Bestway Wholesale Entities have ultimate responsibility for the implementation of policies and procedures, including those related to ethical trading and modern slavery.

1. To endorse the inclusion of all Bestway Group companies (excluding Bestway Retail Limited and the entities trading under the 'Well') to the Bestway Group policy on Anti-Slavery and Human Trafficking.
2. To continue training on Modern Slavery to Bestway Wholesale Entity employees to include all depot staff, depot supervisors and FLT drivers.
3. To seek and obtain letters of policy compliance from all external Employment Agencies currently used by the Bestway Wholesale Entities to recruit permanent and temporary staff.

## Approval

This statement has been considered and approved by Bestway Wholesale Limited's, Bestway Northern Limited's and MAP Trading Limited's Board of Directors on behalf of the Bestway Wholesale Entities, who will review and update it annually.



Director

For and on behalf of Bestway Wholesale Limited, Bestway Northern Limited and MAP Trading Limited

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