

Deliveroo

Modern Slavery Act Statement (FYE 31 December 2017)

1 Introduction

- 1.1 Founded in London in 2013, Deliveroo's purpose is to be the definitive food company, bringing people the world's best food whenever and wherever they want it. We do this by embedding our values in all that we do and we oppose all forms of slavery, servitude, compulsory or forced labour and human trafficking.
- 1.2 This statement is intended to fulfil the UK Modern Slavery Act 2015, section 54 requirement for Roofoods Ltd (trading as Deliveroo) for the financial year ended 31 December 2017.

2 Our business and supply chain

- 2.1 Deliveroo provides customers with the ability to order amazing food from local restaurants who may not otherwise deliver. We work with thousands of restaurant chains and independent restaurants as a partner to boost their growth. We also provide well-paid flexible work to thousands of riders across the UK who take pride in getting customers' deliveries to them as quickly as possible.
- 2.2 We are headquartered in London, where we were founded in 2013. We now have operations in 12 countries across Europe, the Middle East, Southeast Asia and Australia, with more than 2,000 employees worldwide.
- 2.3 We work with over 35,000 restaurants globally and more than 35,000 riders. We work with a number of key direct suppliers, who provide us with goods, such as equipment for our restaurant partners, and services, such as IT software, marketing and background checks on riders.

3 Slavery and human trafficking risks in our business and supply chain

- 3.1 In 2017, we conducted a review of our policies and procedures that address anti-slavery and human trafficking with the aim of identifying key areas of risks and areas for future development.
- 3.2 We also reflected on where potential slavery and human trafficking risks could arise in our business and supply chain. Some of the areas we identified include, for example, our operations in countries with relatively higher incidences of slavery and human trafficking, and the large number of riders and business partners with whom we engage.
- 3.3 Following the review, we developed goals to better manage our risks. In this statement, we detail some of our progress to date and immediate plans for the future.

4 Policies

- 4.1 Our board approved an Anti-Slavery and Human Trafficking Policy in 2017, which communicates our zero-tolerance approach to slavery and human trafficking. The Policy applies across our business, including to our employees, directors, contractors and business partners amongst others.
- 4.2 Guidelines are provided for reporting suspected breaches of the Policy. Any breaches of the Policy by employees will be dealt with through Deliveroo's disciplinary procedures. Suspected breaches by other individuals and organisations that work with us or on our behalf will be taken extremely seriously. A breach of our policy would result in the termination of our relationship(s) with them.
- 4.3 In 2017, we began reviewing our contracts with suppliers and riders to address slavery and human trafficking risk across our business and supply chain with a view to making amendments to these in order to cover and address slavery and human trafficking risks.

- 4.4 We have to date included anti-slavery provisions in the large majority of our supplier agreements for each rider that we work with globally. We have done so by updating the old form supplier agreements with the riders and including specific language in these agreements to cater for the compliance with all applicable anti-slavery and human trafficking laws. To the extent that our supplier agreements with the riders we work with do not yet contain such provisions, we are in the process of rolling out updated agreements.

5 Due diligence

- 5.1 Through a third-party supplier, we conduct background checks prior to engaging with any rider. This includes verification of each rider's right to work (right to work check conducted globally), proof of address and criminal record checks where we are legally able to do so (currently the UK and Australia).
- 5.2 We are continuing to develop our supplier on-boarding processes, which will include elements that address slavery and human trafficking risk. Our suppliers will be reviewed through this process, and we will only use suppliers who meet our standard.

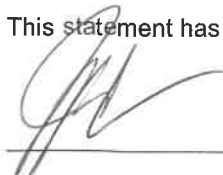
6 Training

- 6.1 We have created a New Joiner Guide and Employee Conduct Protocols which are provided to new Deliveroo employees upon the start of their employment. These communicate what we expect of new employees and our values. New employees meet with our legal team to ensure that these values are clear to them and to give them an opportunity to ask any questions they may have.
- 6.2 We have in the last year begun launching a large range of company policies in the UK. These policies include (but are not limited to) policies on (i) diversity, (ii) anti-bullying and harassment, (iii) disciplinary, (iv) anti-bribery and corruption, (v) anti-money laundering and (vi) anti-slavery and human trafficking. Over the next year we intend to launch localised versions of these policies in all our markets. In addition, we also provide all our employees with access to a "Welcome to Deliveroo" guide which further emphasises our values as a business.
- 6.3 We continue to develop compliance training for employees, reflecting our commitment to the prevention of slavery and human trafficking.

7 Monitoring and evaluation, and future plans

- 7.1 The performance of employees, suppliers, business partners and contractors and how they meet our values is important to us. We will continue to consider how we can enhance our monitoring to address slavery and human trafficking risk.
- 7.2 In 2018, we plan to integrate anti-slavery and human trafficking contractual clauses into our template contracts. We also plan to roll-out a briefing to our restaurant partners setting out our commitment to having a supply chain that is free from human trafficking and forced labour and our expectation that our restaurant partners share our values. In addition, we intend to implement and amend existing conduct documents to address slavery and human trafficking.

This statement has been approved by the board of Roofoods Ltd.



William Shu (Director)