

Deliveroo

Modern Slavery Act Statement

1 Introduction

- 1.1 Founded in London in 2013, Deliveroo's core purpose is to create the best food delivery experience in the world. 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 Rooffoods Limited (trading as Deliveroo) for the financial year ended 31 December 2016.

2 Our business and supply chains

- 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 top quality independent restaurants as a partner to boost 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. It is Deliveroo's mission to bring the world's local restaurants into everyone's home or office, quickly.
- 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, South East Asia and Australia, with more than 1,500 employees worldwide.
- 2.3 We work with over 23,000 restaurants globally and more than 24,000 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 identity checks on riders.

3 Policies, due diligence, risk management and training

- 3.1 We are careful in deciding who gets to partner or engage with Deliveroo. We expect all our employees, suppliers, business partners and contractors to meet our high standard and ethos. By staying true to our values, we aim to ensure that we succeed in all areas of our business.
- 3.2 The Deliveroo Staff Handbook is provided to all UK employees and communicates our company policies, including areas such as anti-harassment, bullying and whistleblowing. In 2017, to evidence our commitment to the prevention of slavery and human trafficking, we will be publishing a Modern Slavery and Human Trafficking Policy.
- 3.3 In 2016, we developed new on-boarding documents for employees. This included an Employee Conduct Protocol and welcome pack in the UK. These communicate what is expected of new employees by Deliveroo and detail our values. Once these have been explained to new employees, new employees meet with our legal team to ensure that these values are clear and that all employees have an opportunity to ask any questions they may have. In addition, we are currently developing detailed online compliance training, which will reflect our commitment to the prevention of slavery and human trafficking. This online training will be completed during employee on-boarding and repeated annually by our employees.
- 3.4 Through a third-party supplier, we conduct due diligence checks prior to engaging with any rider. This includes verification of each rider's right to work in the UK and proof of address.
- 3.5 We are currently developing our supplier on-boarding processes, which will include elements that address slavery and human trafficking risk. Once implemented, our suppliers will be reviewed through this process, and we will only use suppliers who meet our standards.

3.6 We are developing uniform contract standards for suppliers and riders, to the extent possible under local laws, which will contractually address slavery and human trafficking and help to ensure uniform practice across our business.

4 Monitoring and evaluation, and future plans

4.1 The performance of employees, suppliers, business partners and contractors and how they meet our values is important to us. In 2017, we will consider how we can enhance our monitoring to address slavery and human trafficking risk.

4.2 In 2017, we plan to roll out many of the UK initiatives globally. This includes the Employee Conduct Protocols, the employee welcome pack and the Staff Handbook. We also plan to implement a Partner Restaurant Code of Conduct. This will set out how we expect our restaurant partners to conduct their business with regard to a number of important topics, including slavery and human trafficking.

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



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William Shu

Director