

MODERN SLAVERY STATEMENT (FYE 31 DEC 2017)

This statement has been published pursuant to section 54 of the UK Modern Slavery Act 2015 (the “Act”) by Just Eat Plc (the “Company”). Under the Act UK businesses are required to set out the actions they have taken during the year to ensure that modern slavery is not taking place in their supply chains. This statement covers steps taken by the Company and its UK subsidiaries Just Eat Holding Limited and Just Eat.co.uk Ltd.

Organisation and business

The Company and its subsidiaries (together the “Group”) primarily provide online services connecting consumers with restaurants to enable them to place orders for food.

All staff work at offices operated by the Group, with the exception of a field sales team who are home-based. The Company’s People team manage the hiring and contracting of staff as well as taking responsibility for their wellbeing in the workplace. Where the Company engages agency workers and contractors, such services are usually for the provision of skilled, semi-skilled or professional services.

Supply chain

Due to the nature of the Company’s business, its supply chain is limited. Many of its suppliers are located within low risk jurisdictions within Europe and North America and provide highly specialist technical services to the Company. The Company also has third party contact-centres to help with customer support in, amongst other jurisdictions, Colombia and the Philippines and our policies and processes below seek to address the risks that may arise there in relation to modern slavery.

Policies in relation to Modern Slavery

The Company is committed to respecting human rights and it complies with all applicable laws in the way it runs its business. The Company seeks to ensure that there is no slavery, servitude, forced or compulsory labour, human trafficking or any other form of exploitation contemplated by the Act anywhere within its supply chain.

The Company has implemented a Modern Slavery Policy and a Code of Conduct which sets out the ethical standards all staff are expected to meet and underlines the Company’s commitment to acting ethically and with integrity in all its business relationships. These policies are supported by the Whistleblowing Policy which provides clear guidance to staff about raising concerns in a confidential matter, including those related to modern slavery.

Due diligence

During the past year, the Company has continued its focus on modern slavery to assess where risks may be present. This assessment is focused on the nature of the services/goods provided by suppliers and their geographical location. A key risk area identified is low-skilled or high volume work (for example contact-centres) being carried out in an emerging economy location (particularly those featuring highly on the Global Slavery Index).

This risk is present in very few of the Company’s suppliers, who are mainly large multi-national companies headquartered in Europe or the USA with robust processes in place to manage this risk. However, where a key risk area is identified for new suppliers, a suitable on-boarding process has been established. The Company initially uses a due diligence questionnaire to obtain information about the potential supplier’s business practices. In addition, an independent specialist third party is engaged to carry out an ethical audit of the potential supplier, including a full site inspection, and then provide a detailed report of the findings to the Company. Where any significant concerns relating to modern slavery are raised via such an audit the Company is committed to have no further dealings with that potential supplier. Where the Company is satisfied with the audit results and engages the supplier, the audit is repeated thereafter on an annual basis for the duration of the supplier’s engagement.

As part of its contracting process, the Company has established a specific set of obligations relating to modern slavery which all new suppliers are required to accept in order to work with the Company and the Company will seek to ensure that historic suppliers fall into line with our specific set of obligations and processes relating to modern slavery as part of their contract renewals, on an annual basis.

The Company has also taken steps to further develop its Enterprise Risk function during 2017, hiring new staff and beginning a fresh review of processes across the business.

Further steps

The Company is committed to continuing its focus on modern slavery during 2018 and will take steps to review and, where appropriate, further improve its processes.

Approval & publication

This statement has been approved by the Board in accordance with the requirements of section 54(1) of the Modern Slavery Act 2015, which applies to Just Eat for the financial year ending 31 December 2017.



Peter Plumb
Chief Executive Officer
8 May, 2018