

Modern slavery and human trafficking statement

Statement wording

Introduction

This statement sets out Yeo Valley Farm's continued actions to understand all potential modern slavery risks related to its business and to put in place further steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year May 16 to June 17 along with publishing our continued commitments during 2018.

As part of food manufacturing industry, the organisation recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking.

The organisation is absolutely committed to preventing modern slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from modern slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Yeo Valley Farms (production) Ltd

- Yeo Valley Farms produces Own Label and Branded dairy products primarily yogurt, milk, butter, ice cream and deserts. Yeo Valley supplies most supermarkets in the UK. The main ingredient used in its process is milk which is procured from UK suppliers. Fruit ingredients are procured from a number of UK and international supply bases.

Countries of operation and supply

The organisation currently operates in the following countries:

- United Kingdom

The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to modern slavery or human trafficking:

- Yeo valley is an AB member of SEDEX (Supplier Ethical Data Exchange) a not for profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains.

High-risk activities

The following activities are considered to be at high risk of slavery or human trafficking:

- None highlighted this financial year

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** HR is responsible for reviewing and designing all Yeo Valley policies in relation to its own workforce.
- **Risk assessments:** The Technical Director is responsible for the auditing of all suppliers to Yeo Valley Farms (production) Ltd. All of our temporary labour providers were audited by HR staff which includes a section on their compliance to modern slavery awareness training.
- **Investigations/due diligence:** During the financial year 16/17 there were no known breaches or suspected instances of slavery and human trafficking.
- **Training:** The Human Resources Director is responsible for ensuring that Modern Slavery Awareness Training in the organisation is delivered accordingly. Members of the central HR team have attended the food industries "stronger together" training programmes. These are industry specific courses aimed at training key members of staff on how to identify and risk assesses human trafficking and modern slavery. During 16/17 we trained the HR team in Modern Slavery Awareness. Modern Slavery Awareness was and is included in the mandatory induction training.

Relevant policies

The organisation operates the following policies that links it approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Yeo Valley Recruitment Policy** – Yeo Valley's ensures that all new employees provide proof of their identification and right to work in the UK. This involves physical checks of employee's passports or birth certificates.
- **Provision for Agency Workers Policy** - Yeo Valley uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. All agency providers are audited at least twice annually by a member of the HR team. All agency providers have to be a registered member of the Gangmasters Licencing Authority.

Due diligence

The organisation aims to undertake due diligence when considering taking on new suppliers, and to regularly review its existing suppliers.

Yeo Valley recently upgraded its membership of SEDEX. This put the organisation in a position to run reports on any suppliers who are SEDEX certificated. The report is a form of risk assessment, which considers not only the data that the supplier has entered but also considers inherent risks with their country or product they are manufacturing. Suppliers are graded high, medium or low risk. The majority of Yeo Valley's suppliers are low risk.

During the next financial year Yeo valley will continue to:

- Require that all direct suppliers to Yeo Valley be registered with SEDEX.
- Carry out risk assessments for all suppliers registered on SEDEX
- Ensure that any supplier recorded as high risk will be required to have a SMETA (SEDEX Members Ethical Trading Audit).

All Yeo Valley production sites have undergone an independent SMETA audit in 2015, which resulted in a low risk status across the board. This audit is repeated every 4 years.

Performance indicators

The organisation has reviewed its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015. As a result, the organisation is:

- All staff working in HR to have completed training on modern slavery in 2017.
- All Site Managers have all attended a modern slavery awareness training session.

Training

The organisation will continue to require all staff working in Procurement, Technical Compliance and HR within the organisation to complete training on modern slavery. During 2018 this training will be rolled out to all site management teams.

The organisation's modern slavery training covers:

- our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters Licensing Authority and "Stronger together" initiative;
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- what steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains.

Awareness-raising programme

As well as training staff, the organisation has raised awareness of modern slavery issues by putting up posters across the organisation's premises.

The posters explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and

- what external help is available, for example through the Modern Slavery Helpline.

Modern Slavery and Human Trafficking Awareness Sessions will continue to take place during financial year 17/18 for Managers within the manufacturing facilities.

Board approval

This statement has been approved by the organisation's board of directors, who will review and update it annually.

Director's signature:

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Karl Tucker – Managing Director

Date:

4th January 2018