

The UK Modern Slavery Act 2015

Transparency in Supply Chains Clause Statement 2015/16 – Branston Ltd

As part of the fresh produce industry Branston Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We are committed to providing a safe and ethical working environment for all employees. This includes contractors and temporary labour working on our behalf.

It is the responsibility of the HR Director to put in place effective measures to ensure compliance with The UK Modern Slavery Act 2015.

We will treat every individual in our business or supply chain, whether they are a supplier, customer or colleague, with fairness and respect.

We will work alongside the relevant agencies to actively investigate any suspected instances of slavery or human trafficking.

The following steps have been taken in the last year to ensure that slavery and human trafficking are not taking place in our business or any of our supply chains:

- The Company Worker Welfare Policy has been updated in line with the requirements of the UK Modern Slavery Act 2015. This has been communicated to the business.
- Branston is a Sedex AB Member.
- Sedex B membership is a condition of supply for all contracted potato suppliers.
- Third party SMETA audits were undertaken at our Prepared and Somerset sites in early 2016 in line with customer requirements.
- Branston has written agreements with approved Labour Providers and conducts full ethical audits twice a year.
- Branston undertakes due diligence when considering dealing with new suppliers and reviews existing suppliers.
- Staff and representatives from Labour Providers at all sites have attended a Stronger Together Workshop on tackling hidden labour exploitation.
- Our Lincoln site also hosted a Stronger Together Workshop event.
- Information on the Stronger Together initiative is included in all induction packs.
- Multilingual Stronger Together posters are displayed at all sites.
- All new starters including temporary staff are issued with a Stronger Together leaflet. The issue of hidden labour exploitation is covered in the induction process.
- All Producer Group members were sent a guidance document on Stronger Together tackling hidden labour exploitation. Members have been asked to provide details of their current Labour Provider and to sign to acknowledge understanding of their responsibilities.
- The Branston Procurement team attended an internally designed Stronger Together Workshop. Presentation material was uploaded to the department's intranet.
- An Enforcement Officer from the GLA presented to Procurement and Agronomy teams on the activities of the GLA and what to look out for within Branston's supply chains.

Plans for the next year:

- A supplier risk assessment process has been designed. Training is being undertaken with Branston Procurement teams.
- Risk assessments are to be carried out on all suppliers by the end of 2016.
- Branston HR will collate Risk Assessment scores and allocate a RAG based risk rating.
- Suppliers will be advised on their RAG rating and, if necessary, informed of what next steps are required.
- The risk assessment rating score will be added to the supplier database and form part of future grower reviews.
- We will invite the GLA enforcement team to present to factory management and supervisory teams.
- We will be involved in a Working Group to develop a 'Modern Slavery Aware' standard in conjunction with Lincolnshire Police and the GLA.
- Branston is committed to being one of the first businesses to meet the requirements of the agreed new standard.

Branston will continue to fully support initiatives aimed at reducing the risk of Modern Slavery within our supply chain. We fully accept that there is more work to be done in this area and we will continue to put action plans in place to ensure that the practice is eradicated completely.

This statement has been approved by the Main Board who will review and update it annually.

A handwritten signature in black ink, appearing to read 'James Truscott', with a stylized flourish at the end.

James Truscott
Managing Director

20 September 2016