

The UK Modern Slavery Act 2015

Transparency in Supply Chains Clause Statement 2016/17 – Branston Limited

In last year's statement we highlighted the steps we have in place to ensure that slavery and human trafficking are not taking place in our business or any of our supply chains. We also identified those areas that we planned to further strengthen to reinforce our commitment to providing a safe and ethical working environment for all employees, including contractors and temporary labour working on our behalf.

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

Our 'Worker Welfare Policy' has been reviewed and updated this year and it describes our expectations of how workers should be treated.

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.

We are pleased to report that the plans for the last financial year were actioned resulting in the following steps being taken:

- A supplier Risk Assessment process was designed and implemented. Training was undertaken with Branston Procurement Teams
- Risk Assessments were carried out on all suppliers
- Branston HR collated Risk Assessment scores and allocated a RAG based risk rating to all contracted suppliers
- Suppliers were advised if their RAG rating required follow up audits or actions
- The GLAA enforcement team presented to factory management and supervisory teams
- We signed an Information Sharing Agreement with Lincolnshire Police Working Group to develop a 'Modern Slavery Business Accreditation' Standard in conjunction with Lincolnshire Police and the GLAA.
- Our Lincoln site hosted a Stronger Together Workshop event
- A number of staff attended Sedex training on supplier Risk Assessment reporting

We also continued the actions from the previous financial year which include:

- AB Membership of Sedex
- Sedex B membership remains a condition of supply for all contracted potato suppliers
- Conducting full ethical audits with approved Labour Providers twice a year
- Undertaking due diligence when considering dealing with new suppliers and reviewing existing suppliers
- Staff and representatives from all sites have attending a Stronger Together Workshop on tackling hidden labour exploitation
- Information on the Stronger Together initiative being included in all inductions
- Multi-lingual Stronger Together posters being displayed at all sites
- All assessment centre attendees being issued with a Stronger Together leaflet. The issue of hidden labour exploitation is covered in the induction process
- All new starters including temporary staff being issued with a Stronger Together leaflet. The issue of hidden labour exploitation is covered in the induction process

Plans for the next year:

- The Sedex Risk Assessment rating score will be added to the supplier database and form part of grower reviews
- All contracted growers will receive follow up Ethical Risk Assessment audits
- Non-compliances identified in 2016 will be closed off
- Branston to host further Stronger Together workshops

Branston will continue to work with all agencies to support initiatives aimed at reducing the risk of Modern Slavery within our supply chain. We have made progress in the last financial year but understand that there is more work to be done in this area and we will continue to play our full part to help 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

12 December 2017