

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Yeo Valley Farm's absolute commitment and continued actions to understand all potential modern slavery risks and prevent any incidence of slavery or human trafficking in its business and supply chains.

Hidden labour exploitation is exploitation of job applicants or workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation.

Our business

At Yeo Valley we have a vision to make great British Dairy the right way forever. Yeo Valley is made up of a group of companies; Farms, Marketing, Property and Production all 100% family owned. Yeo Valley Farms (Production) Ltd has 4 manufacturing sites and 2 warehouse/distribution centres based in the Southwest of England. Yeo Valley Farms (Production) Ltd produce own label and branded dairy products, primarily yogurt, ice cream and desserts which it supplies to the majority of the supermarkets in the UK. Yeo Marketing Ltd owns the Brand IP and manages the licences for the Yeo Valley brand where companies produce products under licence.

Our responsibilities

It is the responsibility of every employee to ensure that they fully understand and comply with the provisions outlined in this policy.

Any queries on the application or interpretation of this policy must be discussed with the HR Department prior to any action being taken.

The HR Department has the responsibility for ensuring the maintenance, regular review and updating of this policy in line with current legislation and good practice.

Our supply chains

Yeo Valley have long standing and trusted relationships with our suppliers. The dairy supply base focuses on supporting British Family Farms. Fruit, ingredients and packaging are sourced from carefully selected and closely managed suppliers predominantly in the UK and Europe and further afield where appropriate.

Our policies

Our commitment to ensuring no modern slavery or human trafficking in any part of our business is reflected in our policies.

- **Responsible trading policy** - Recognises Yeo Valley's commitment to the Ethical Trade Initiative (ETI) base code and compliance to the ILO conventions.
- **Recruitment policy** – Validating the right to work in the UK for all employees

- **Provision for agency worker's policy** – Using only specified, approved and reputable employment agencies to source labour. All labour agencies are registered members of the Gangmasters Licensing Authority.
- **Whistleblowing Policy** - We encourage all employees to report any concerns relating to our activities and how we run the business and this includes any circumstances that may give rise to improper conduct or unethical behaviour including modern slavery or human trafficking. Our Whistle-blower process ensures issues can be raised confidentially without fear of retribution. Posters are mounted throughout the business to ensure it is readily available and easy for all employees to follow.
- **Anti-Bribery Policy** - Yeo Valley take bribery and corruption very seriously and the policy sets out clear guidance on how to address and raise concerns associated with personal and corporate bribery
- **Company fair employment and harassment policy** - Covering equal opportunities and bullying and harassment

Our Values and behaviours

Our policies are underpinned by our core values: Together, Distinctive, Ambitious and Trusted, and our behaviours: Being supportive and inclusive, Striving to succeed, Taking pride in our work and Performing with integrity.

Due Diligence

The organisation aims to identify and mitigate risk as a business through:

- SEDEX - The online worldwide collaborative platform for sharing responsible sourcing data on supply chains (Supplier Ethical Data Exchange)
- Yeo Valley production sites and those manufacturing Yeo Valley products under licence are all audited independently to the SEDEX Members Ethical Trade Audit (SMETA) standards at defined intervals.
- All our direct suppliers of ingredients and packaging are required to be members of SEDEX
- Yeo Valley procurement policy, tender documents and contractual terms include processes to risk assess new suppliers and obligations for all new suppliers to comply with the Modern slavery act 2015.
- In 2018 we ran a supplier conference for all of our key suppliers which included a topic focusing on ethical standards in our supply base to raise awareness and share Yeo Valley expectations.
- Training on modern slavery forms part of our induction process for all new starters and in addition has been and will continue to be delivered to all of our senior and middle managers throughout the business.
- Our HR and procurement teams are trained to a more comprehensive level.
- The business continues to raise awareness of modern slavery issues through various means of communication including posters.

Ongoing commitments

- Continue to ensure we monitor and drive awareness across our manufacturing sites and throughout the supply chain.
- Continue to work closely with our customers and the industry to understand and address issues as they arise
- Monitor and report on any issues or incidents.
- Continue to educate and train across the business.
- Continue to work down through our supply chain using the SEDEX

Board Approval

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

Directors Signature

A handwritten signature in black ink, consisting of a large, stylized initial 'K' followed by a long horizontal line extending to the right.

Karl Tucker - Managing Director

Date: 3rd January 2019