

# Modern Slavery and Human Trafficking Statement 2020

## Introduction

This statement sets out Yeo Valley Production Ltd's absolute commitment to minimising potential modern slavery risks or human trafficking in its business and supply chains, whilst ensuring that we meet the requirements of section 54 of the Modern Slavery Act 2015. This statement covers Yeo Valley Production Ltd, and its subsidiaries; Yeo Valley Farms (Production) Ltd and Yeo Valley Fruit Ltd.

## Yeo Valley Production Ltd

We are a leading dairy company within the UK, producing yogurt, ice cream, sorbets, fruit preserves and desserts. Yeo Valley Production Ltd has 4 manufacturing sites and 2 warehouse/distribution centres based in the Southwest of England.

We have approximately 1,700 employees within our business and work with over 200 suppliers, primarily within the UK and Europe, and further afield where appropriate. All of our factories are SMETA audited and registered on Sedex.

We manage our supply chain depending on the nature of the suppliers and have a system in place to assess them based on risk.

## Our Policies

At Yeo Valley Production Ltd we have a vision to make great British dairy the right way forever. To support this, we have a Responsible Trading Policy that recognises our commitment to the Ethical Trade Initiative (ETI) base code, worker's rights and compliance to the ILO conventions.

Our commitment to ensuring no modern slavery or human trafficking in any part of our business is reflected in our policies. In addition to our Responsible Trading Policy we have a number of relevant policies and procedures including (although not exhaustive): whistleblowing, agency management, diversity and recruitment. These policies support our continual compliance not just to legal requirements but also our business requirements; ensuring that we maintain an engaged workforce and strengthen our position as an employer of choice within the South West.

## Due Diligence and Risk Management

We continue to use the globally recognised platform Sedex to assess business practices within our own operations and our direct ingredient and packaging suppliers (from whom we purchase products directly). We require all of these suppliers to be members of Sedex and link to our business to ensure we have visibility of our supply chain.

We have used the Sedex platform to initially assess our direct suppliers and we will be completing further analysis on them to develop our understanding of the key risks that could affect our business. We will then use this information to work collaboratively to manage the potential modern slavery risks within our supply chain.

All our manufacturing sites are required to have a SMETA audit which ensures our ongoing compliance and commitment to the ETI base code.

We are aware that there is a risk through the use of agency staff within our manufacturing sites and distribution centres. We mitigate this risk by using only specified, approved and reputable employment agencies to source labour, as well as auditing our chosen employment agencies. All labour agencies are registered members of the Gangmasters Licensing Authority.

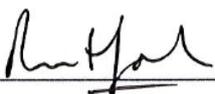
## Ongoing commitments

- Continue to ensure we monitor and drive awareness across our manufacturing sites and throughout the supply chain.
- In 2020 we will be setting up a Communities working group that will be focussing on ethical and Human Resource achievements, projects and future goals; this falls within our Responsible Business Framework.
- Our Technical and Procurement teams continue to work together to ensure our ethical requirements are met by both current and new suppliers.
- We will continue to use Sedex improve our understanding and visibility of our supply chain; through the use of the new Self-Assessments and their Risk Assessment Tool that is due to launch in early 2020.
- 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 develop training across the business.

## Board Approval

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

## Directors Signature



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Rob Sexton - Managing Director

Date: 14.04.2020