



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 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, 2 office locations 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 and a Supplier Code of Conduct that recognises our commitment to the Ethical Trade Initiative (ETI) base code, worker's rights and compliance to the ILO conventions, both on our sites and throughout our supply chain.

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 and Supplier Code of Conduct, we have a number of relevant policies and procedures including (although not exhaustive): whistleblowing, agency management, equal opportunities 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.

www.yeovalley.co.uk

Registered Office: Yeo Valley Farms (Production) Limited.

Yeo Valley HQ, Rhodyate, Blagdon, North Somerset, BS40 7YE.

Registered in England and Wales Company No. 01283809



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.
- 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 to improve our understanding and visibility of our supply chain. Since the launch of the new Self Assessment Questionnaire in March 2020, we have engaged with our current suppliers to ensure the new SAQ is completed. It is now a requirement for all new suppliers to complete this process prior to supplying us with goods.
- 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.
- We include an introduction to our commitment to minimise modern slavery risks during staff induction, which is compulsory to all.
- We will review and refresh training content to ensure it is relevant and meaningful, according to the job role and level within the organisation.

Board Approval

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

Director's Signature

A handwritten signature in black ink, appearing to read 'Rob Sexton', with a horizontal line underneath.

Rob Sexton - Managing Director

Date: 17/3/21

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