



Modern Slavery Statement 2017

Introduction and Governance

Samworth Brothers Ltd is a privately owned, fourth generation, family run business with a heritage dating back to 1890, specialising in the manufacture of high quality chilled and ambient products, such as salads, sandwiches, pork pies, meat pies, ready meals, sausages, cooked meats, nutritional snacks and desserts. The Group also owns a number of popular brands, including Soreen, Sci-MX, Ginsters and the West Cornwall Pasty Co. The Group has a turnover in the region of £1bn and provides employment for around 11,000 people across 18 businesses operating throughout the UK.

We are committed to reviewing and continuously improving our processes for identifying and assessing modern slavery and human trafficking for the purposes of labour exploitation risks within our supply chains. This statement has been published in accordance with the Modern Slavery Act 2015. It outlines the progress Samworth Brothers Limited and other relevant Group companies have made during the financial year ending 31 December 2017.

Our Policies

We remain committed to ensuring there is no modern slavery or forced labour in our supply chains or our own operations. Our Human Rights and Modern Slavery Policies reflect these commitments to trading responsibly and ethically. The policies are approved by our Group Executive Director responsible for our people and are displayed in areas around our sites where our people and visitors mainly frequent. The policies have been developed in line with our commitment to the Stronger Together initiative and founding principles of our Today, Tomorrow, Together programme.

Our Supply Chain

We have continued to strengthen our approach to identifying modern slavery issues, through rigorous technical and traceability systems, that we implement in partnership with suppliers who share our values. The business has an extensive and complex supply chain and procures a variety of raw materials from the UK and overseas. We recognise that through our national and international business connections we have a role to play in uncovering and eradicating modern slavery and human trafficking for the purposes of labour exploitation.

Our Risk Assessment Process

The risk assessment of existing raw materials has been completed. Our ongoing process, which includes assessing both new and existing suppliers, includes:

- Identification - mapping the supply chain broadly to assess raw materials and geographical risks of modern slavery and human trafficking;
- Quantification – assessing the level of risk associated with the country of production, the industry or raw material, the related workforce and labour type used;
- Prioritisation – addressing the highest risk raw materials within our supply chain;
- Action - collaborating with our suppliers and other stakeholders to ensure the eradication of slavery and promote human rights.

We recognise that we cannot tackle these global issues in isolation and work closely with our suppliers, customers and peers to identify issues. We are founding members of the Food Network for Ethical Trade (FNET) and sit on the governance group, along with multiple retailers and suppliers. FNET is a membership forum established to bring retailers and suppliers together to develop and execute a common risk assessment methodology. The forum facilitates several work streams on areas determined as high risk and we are participating in the Thailand and Herbs and Spices work streams. We also engage directly with local NGOs where appropriate.



All suppliers, as a condition of supply, are required to become Sedex members and share their ethical information with us. As a business we introduced a dedicated Responsible Sourcing resource to develop our approach to assessing suppliers ethical performance, utilising the data gathered within Sedex.

We have supported and promoted Stronger Together since 2013, a multi-stakeholder initiative within the UK aimed at tackling modern slavery in supply chains. Regular audits of our labour providers take place and incorporate Stronger Together principles and methods, to ensure that our people are not at risk of exploitation. Staff that are new into our business receive an induction where Stronger Together is incorporated into the process, this includes both temporary and permanent staff. We work closely with our labour providers who run regular Stronger Together awareness roadshows around the Group.

Our Training and Awareness Programme

We delivered a series of full day courses titled 'Introduction to Responsible Sourcing and Human Rights' to our Technical, Purchasing Managers and Supply Base Auditors. In addition, we train all in-house Auditors and Personnel Managers who have daily contact with our people, on recognising and addressing modern slavery through the Stronger Together – Tackling Modern Slavery in UK Business training.

Performance measures

Key performance measures (KPM's) are in place to aid both internal and external reporting and communications. These KPM's will be reviewed regularly for their effectiveness in measuring impact. These are;

- 95% suppliers are registered on Sedex
 - their ethical data is visible to us;
 - they have met audit requirements and follow-up actions if required;
- Suppliers have an established system to evaluate modern slavery and forced labour risks;
- Suppliers can evidence that training and awareness on modern slavery and forced labour risks has been undertaken;
- Partnership programmes established with key suppliers to manage specific issues within the supply chain.

Whistle-Blowing Policy

We encourage our people, customers and other business partners to report any concerns related to ethical issues, within our businesses. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking for the purposes of labour exploitation.

Our Whistleblowing Policy is prominently displayed at all sites in areas where our people frequent, providing details of our confidential, independent hotline to enable individuals to highlight any concerns they may have about any ethical issues.

Board Approval

I am pleased to approve this statement for Samworth Brothers as Group Chief Executive and will ensure it is reviewed annually.

A handwritten signature in black ink, appearing to read 'Flor Healy'.

Flor Healy
Group Chief Executive

January 2018