



Modern Slavery Statement 2016

Introduction and Governance

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Samworth Brothers Limited and other relevant group companies during the financial year ending 31 December 2016 to prevent modern slavery and human trafficking in its business and supply chains.

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 Sreen, 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.

Our Policies

We are committed to ensuring that there is no modern slavery 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.

Our Supply Chain

We take our commitment to responsible sourcing extremely seriously.

We have a robust 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

We have established a process for risk assessing new and existing raw materials and supply chains. Our process 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. For example, NGO's have identified some poor practises in the Thai cooked chicken supply chain. We are working collaboratively with a range of stakeholders to resolve the issues raised.



As Sedex members, we are ensuring, as a condition of supply, that all of our suppliers become Sedex members and share their ethical information with us.

We support and promote Stronger Together, a multi-stakeholder initiative within the UK aimed at tackling modern slavery in supply chains. We regularly audit our labour providers, incorporating Stronger Together principles and methods, to ensure that our people are not at risk of exploitation. Colleagues that are new into our business receive an induction where Stronger Together is incorporated into the process.

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

We have established a set of key performance measures to aid both internal and external reporting and communications. These are;

- Suppliers are registered on Sedex, their ethical data is visible to us and they have met audit requirements and follow-up actions if required;
- Suppliers have an established supply chain verification system to evaluate potential suppliers;
- Suppliers undertake modern slavery training to ensure that they are aware of issues and how to tackle them should they arise;
- Supplier engagement has been established to improve awareness of Modern Slavery risks, where applicable;
- Suppliers collaborate and engage with the business and key suppliers to manage 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 or our suppliers' supply chains. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking.

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.

Mark Samworth
Group Director

January 2017

A handwritten signature in black ink, appearing to be "MS", written over a light blue horizontal line.