



# Modern Slavery Statement 2019

## 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 a number of 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 own operations and 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 2018.

## Progress update

- We have developed and strengthened our risk assessment protocol for all first-tier food suppliers. This risk assessment is visible to teams at our sites.
- We have continued to increase the visibility of our supplier's ethical data through engagement with Sedex.
- We have developed our responsible sourcing strategy to include a process to review ethical audits and we proactively work with suppliers to close out issues identified.
- The Responsible Business Team is increasingly working collaboratively across key business functions to provide strategic advice and guidance on supply chain risks.
- We have developed an in-house ethical training module that is being used to refresh and upskill our teams in the coming year.

## 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, these policies are reviewed annually. 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. Significant investment has been approved for the implementation of a supplier management platform, which will assist with supplier approval, risk assessment and traceability. 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 raw materials is an ongoing process, which includes assessing both new and existing suppliers. We have continued to develop and strengthen the process, which is built on four core principles:

- Identification - mapping the supply chain broadly to assess raw materials and geographical risks of modern slavery and human trafficking;
- Prioritisation - addressing the highest risk raw materials within our supply chain;
- Mitigation - collaborating with our suppliers and other stakeholders to encourage the eradication of forced labour and promote worker representation;



- Monitor and review - strive for continual improvement in our process through monitoring performance of KPI's and reviewing the outcomes achieved from the action taken.

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 approach to responsible sourcing in the food industry supply chain. We actively participate in the FNET working groups, which bring members together to develop approaches to common issues, for example risk mitigation strategies, responsible recruitment and supplier engagement. The forum facilitates several work streams on areas determined as high risk and we are also participating in the Thailand and Herbs and Spices work streams.

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**

Over the last two years we have 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.

More recently we have developed an ethical trade training module that has been delivered to our personnel and new product development teams, with plans in place to deliver this to technical, purchasing and our integrity teams.

### **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;
- Suppliers have a robust and effective grievance mechanism in place to enable workers to voice any concerns they may have;
- 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 2019**