

## Slavery and Human Trafficking Statement

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### Introduction

We are proud of the steps we have taken to combat slavery and human trafficking and we are committed to constantly reviewing and improving our practices to combat slavery and human trafficking.

### About Us

Cranswick was formed by farmers in the early 1970's to produce pig feed. In 1988 the Board embarked on a strategy to broaden the base of the Group's activities. Opportunities were sought to develop into related areas that added value to the Group's processes. Activities have since been extended from this agricultural base in to the food sector. Approximately 75% of the businesses revenue comes from the retail customers who are served from twelve state of the art production facilities across the UK.

### Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we monitor ethical standards across the business on a regular basis both internally and via external third party audits. Sites undergo unannounced SEDEX members Ethical Trade Audits every other year and these are supported by our own annual Ethical verification audits, conducted by an Internal Social Systems Auditor, registered by the International Register of Certified Auditors. The business is an AB member of SEDEX and it is in our Technical Conditions of Supply that our suppliers register with SEDEX and make their Ethical data visible to us, enabling us to drive Ethical standards within our supply chain. At February 2018, we currently have over 447 suppliers linked to us on SEDEX (approximately two thirds of all our suppliers). Where suppliers are not currently linked to Cranswick on SEDEX or registered on SEDEX, then they are required to complete our Ethical Questionnaire (based on the ETI Base Code) until they are registered. This activity is also supported by our Ethical Trading Policy, our CSR Policy, our Equal Opportunities, Harassment and Dignity at Work Policy, and our commitments to ensuring the safety of our employees.

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### Our Supply Chains

Supply chain security and integrity is a crucial component of the business model. Robust technical and traceability systems ensure that our products are responsibly sourced from suppliers whose values are aligned with our own.

As a company we use Labour Providers to supply a percentage of our workforce. Each Labour Provider is audited against our own Labour Provider audit standard by trained ethical auditors every 6 months. Within these audits, the ETI Base Code and controls around Modern Slavery are reviewed. We always monitor, assess and mitigate the potential risk areas in our supply chains and have robust systems in place to deal with such risks.

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. All of our HR teams have attended the 'Stronger Together – Tackling Modern Slavery in Supply Chains' workshops and the Stronger Together data is shared across our sites and at induction in order that both our permanent and temporary labour is fully aware of our commitment to preventing slavery and human trafficking in our business, and along our supply chain. Group Technical Services, who manage our supply chain have attended an Ethical Training Awareness session which included the 'Stronger Together – Tackling Modern Slavery in Supply Chains' information.

### Whistleblowing Policy

The business also has a Whistleblowing Policy and a confidential, independently operated hotline for employees to voice any concerns that they have, and this can be run concurrently in line with site Grievance policies. The Whistleblowing Policy and hotline number is displayed at all sites to ensure that all employees and temporary workers have access to it.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2019.



**Adam Couch**  
Chief Executive  
CranSwick Plc

Dated: 1<sup>st</sup> April 2019

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