

## Modern Slavery Statement FrieslandCampina UK Ltd – Financial Year 2018

### *Introduction*

FrieslandCampina UK Ltd (“**FrieslandCampina UK**”) is dedicated to fighting modern slavery and human trafficking in its supply chain. FrieslandCampina UK believes in respectful, honest business relations and in showing respect for the world in which we operate. This means that we follow not only the letter but also the spirit of laws applicable to our activities. FrieslandCampina UK respects and supports internationally recognized human rights for all stakeholders, such as the right of employees to join legal trade unions. FrieslandCampina UK does not tolerate child labour and forced labour and contributes to the elimination of these wherever it can. This statement sets out the steps taken by FrieslandCampina UK during the financial year 2018 to ensure that no such modern slavery or human trafficking is taking place.

### *Company structure*

FrieslandCampina UK, Denne House, Denne Road, Horsham, West Sussex, RH12 1JF, is a subsidiary of Royal FrieslandCampina N.V. (“Royal FrieslandCampina”), the Netherlands.

### *Our Business*

FrieslandCampina UK is a company that markets flavoured milk drinks such as Yazoo®. Every day FrieslandCampina UK provides consumers with dairy products containing valuable nutrients. FrieslandCampina UK is a sales and marketing office for Royal FrieslandCampina. FrieslandCampina UK employs approximately 29 people.

### *Our Supply Chains*

The products that are marketed by FrieslandCampina UK are purchased from Royal FrieslandCampina. Yazoo is produced in Belgium. The yoghurts and desserts are manufactured by our production locations in Germany. FrieslandCampina UK does not produce any products itself. As a result, FrieslandCampina UK estimates that the risk of modern slavery and human trafficking in the first tier of its supply chain is minimal.

### *Our Policies*

- Our Code of Conduct, *Compass*

FrieslandCampina UK and Royal FrieslandCampina apply a Code of Conduct, *Compass*, to their own operations as well as to those of their business partners. This Code of Conduct sets out what it expects in terms of responsible business conduct regarding safety, protection of human rights and protection of our planet. All employees are required to sign for adherence to *Compass* and all new employees receive training in respect of *Compass*. Royal FrieslandCampina moreover regularly provides toolkits with additional training in respect of subjects covered by *Compass*.

- Our Business Practices for Business Partners

FrieslandCampina UK and Royal FrieslandCampina expect all of its business partners to abide by the same standards and principles. Upon engaging in a business relationship with a third party, business partners of FrieslandCampina UK and Royal FrieslandCampina are required to comply with and sign for FrieslandCampina’s *Business Practices for Business Partners* policy.

- Our Whistle-Blowing Policy

Employees from FrieslandCampina UK and Royal FrieslandCampina, as well as third parties, may voice any concerns that they may have with regard to any non-compliance with *Compass* or with the *Business Practices*

for Business Partners, including concerns that relate to modern slavery and human trafficking. The procedure for addressing concerns is described in our [Speak Up Policy](#).

#### *Our Due Diligence Processes*

FrieslandCampina UK wants to establish and maintain fair and mutually challenging relations with reliable business partners that apply standards similar to the ones FrieslandCampina UK maintains and contribute to our goals and integrity commitments. Both FrieslandCampina UK and Royal FrieslandCampina (as its most important business partner) regularly evaluate business partner relations in order to ensure this.

Where appropriate, we are a member of SEDEX, an online worldwide collaborative platform for sharing responsible sourcing data on supply chains. We use this platform to share our ethical practices with our suppliers and customers. We validate the identity of all our permanent employees and ensure that they have the legal right to work in the UK.

Royal FrieslandCampina moreover is a member of the Dairy Sustainability Framework. This Framework aims to create a common framework for sustainable dairy farming and also includes aspects relating to basic human rights (including prevention of human trafficking and modern slavery).

Royal FrieslandCampina participates in the SAI Platform for sustainable agricultural initiatives. The SAI Principles and Practices for Sustainable Dairy Farming have been implemented in Royal FrieslandCampina's operations.

Royal FrieslandCampina applies the ISO 26000 guideline in respect of corporate social responsibility to its operations. This Guideline provides practical guidance on ways to integrate the principles, subjects and issues into existing strategies, systems, practices and processes of a company. Royal FrieslandCampina has opted to have its self-declaration verified by an independent external party every three years. The verification is based upon the NPR9026+C1:2012 and provides answers to 40 questions on corporate social responsibility. LRQA (Lloyds Register) verifies Royal FrieslandCampina's self-declaration and checks whether the self-declaration is drawn up in conformity with the applicable guideline.

#### *Next Steps*

Currently, FrieslandCampina UK does not carry out separate risk assessments for its suppliers with respect to modern slavery and human trafficking and no key performance indicators are used for measuring the effectiveness of its compliance program; however, it does carry out audits in respect of QA. Royal FrieslandCampina intends to develop a specific policy in respect of human rights (including modern slavery), including impact assessments, audits, monitoring and evaluation measures (such as key performance indicators (KPIs) to measure our performance of the anti-slavery and human trafficking actions undertaken to address the issues found in our supply chain risk mapping exercise).

Signed by Director of FrieslandCampina UK, Gavin Blair

Date 15/04/19

signature

