

## Hain Daniels Group Anti-Slavery and Human Trafficking Statement 2016

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps Hain Daniels has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. Hain Daniels have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own businesses or those of our suppliers.

### Hain Daniels Group

Hain Daniels is a leading manufacturer in the food industry. Its portfolio of brands include New Covent Garden Soup Co.®, Linda McCartney's™ (under licence), Hartley's®, Farmhouse Fare™ and Cully & Sully®, amongst others.

We adhere to the Ethical Trading Initiative (ETI) Base Code and we encourage all our suppliers to adhere. As a business, we want to ensure that working conditions are safe and hygienic, child labour is not used, employment is freely chosen, living wage is paid, working hours are controlled and that there is no discrimination or harsh or inhumane treatment.

Hain Daniels are committed to responsible procurement. Our worldwide supply base provides us with thousands of raw materials and packaging items.

### Steps for the prevention of Modern Slavery

1. We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and we are evolving and updating our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.
  
2. The steps we have already taken include:
  - (i) We require all recruitment and employment agencies that we use (and that our suppliers use) to hold a Gangmasters Licensing Authority Licence;
  - (ii) Training has been provided to some of our employees. This consisted of raising awareness and ensuring that people understand the importance of modern day slavery issues. The training provided tools to use in tackling modern slavery in the supply chain. There will be annual training sessions provided in the future.
  - (iii) The cost of the recruitment for Hain Daniels is a business cost and no fee for recruitment is charged to workers, directly or indirectly.
  - (iiii) We undertake regular audits of our suppliers to ensure ethical practice.
  - (v) We assess each supplier before engaging with them in business. Each is required to produce copies of their accreditations. Suppliers are asked to complete a self-assessment ethical compliance questionnaire. This consists of questions around working hours, freedom of association, recruitment, accommodation, extended social accountability and health and safety - covering aspects of the Ethical Trading Initiative Base Code. SMETA (Sedex Member Ethical Trade Audit) are carried out on suppliers based upon their risk rating.
  - (vi) We are an A/B Member of Sedex and we encourage all our suppliers to

become members of Sedex and to link to us on the Sedex platform.

- (vii) Anti modern slavery posters and leaflets are displayed and accessible to employees on all sites.

3. We intend to implement the following measures:

- (i) Conduct risk assessments to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that efforts can be focused on those areas;
- (ii) Engage with our suppliers to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses or their supply chains;
- (iii) Introduce contractual provisions in our contracts with our suppliers, obliging them to adhere to anti modern slavery principles and to accept our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion;
- (iii) Write and implement an internal company policy on preventing hidden labour exploitation;
- (v) Work collaboratively with employees on a programme to identify, tackle and report hidden labour exploitation;
- (vi) Include recognising and reporting human trafficking and other third party hidden labour exploitation in induction training;
- (vii) Introduce into our Supplier Code of Conduct principles around anti-modern slavery; and
- (viii) Revise our Whistleblowing Policy to include reference to modern slavery.

Hain Daniels has a zero-tolerance approach to modern slavery and this will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

This statement has been put together as part of our commitment to section 54(1) of the Modern Slavery Act 2015. It has been approved by the board of directors of Hain Daniels, who will review and update it annually.

Signed: James Skidmore, CEO Hain Daniels Group



Date: 22nd December 2016