INTRODUCTION

Slavery and human trafficking is a crime which has a tragic and traumatic effect on those who suffer from this exploitation. It is the responsibility of everyone to tackle modern slavery and we intend to play our part. Baxters is committed to continually improving our practices to combat slavery and human trafficking within our supply chain. We have set out below the steps that we have already taken and the further actions which we plan to take in the coming year to ensure that modern slavery is not taking place in our business or supply chain.

ORGANISATION'S STRUCTURE

Baxters is a manufacturer of fine quality food products including soups, preserves, condiments and chutneys. We are part of the Baxters Food Group (Group), and our ultimate parent company is W.A. Baxter & Sons (Holdings) Limited (Parent). The Group has over 1,400 employees worldwide and operations in the UK, USA, Canada, Australia and Poland.

The Group has a global annual turnover of circa £300m.

OUR BUSINESS

The Parent has its head office at Fochabers, Scotland and the Group has four operating sites in Europe at Fochabers, Colchester and Burntwood in England and Wolstyn in Poland as well as operating sites in the USA, Canada and Australia.

OUR SUPPLY CHAINS

Our supply chains include:

- the purchasing of raw materials for the production of food;
- the purchase of packaging; and
- transportation of goods.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring where possible that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Ethical Trading Policy reflects our commitment to acting ethically and with integrity in all our business relationships.

LINK TO ETHICAL TRADING POLICY
DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we:

- minimise the use of external recruitment agencies for temporary members of staff;
- show new recruits a video to alert them to the risk of modern slavery and human trafficking;
- check that we do not have multiple employees from the same address or being paid into the same bank account; and
- have in place systems to encourage the reporting of concerns and to protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking and we expect all those in our supply chain and contractors to adhere to those values.

FURTHER STEPS

We will continually monitor our processes and procedures to ensure insofar as possible that there is no slavery or human trafficking in our supply chains and we will continue to develop and update this statement to reflect the steps that we have taken and plan to take.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group’s slavery and human trafficking statement for the financial year ending 31st March 2016.

DIRECTOR
BAXTERS FOOD GROUP LIMITED
Date: