ALBERT BARTLETT SLAVERY AND HUMAN TRAFFICKING COMPANY STATEMENT

At Albert Bartlett, we are committed to ensuring that people are treated with dignity and respect. For our full statement on slavery and human trafficking see below:
SLAVERY AND HUMAN TRAFFICKING COMPANY STATEMENT
Management System / Policies

Introduction
Albert Bartlett supplies own label and branded lines of fresh and frozen potatoes to retail, wholesale, food service and processing customers. The business is based in Airdrie, Scotland, with 4 further packing sites; Boston, Lincolnshire; St. Helier, Jersey; Westwick, Norfolk and Cornwall - collectively employing over 700 full time staff. At Albert Bartlett, we are committed to ensuring that people are treated with dignity and respect.

This Statement applies to Albert Bartlett, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. Albert Bartlett is committed to working with and encouraging our suppliers to uphold the principles in this Statement and to adopt similar commitments within their businesses. This is normally managed via SEDEX, of which Albert Bartlett are full 'AB members'. Albert Bartlett is committed to identify, prevent and mitigate adverse impacts resulting from or our caused by our business activities.

Slavery and Human Trafficking
As a responsible corporate company, Albert Bartlett, aims to act in a socially responsible manner at all times by:
- Respecting the economic, social, cultural, political and civil rights of those involved in our operations
- Complying with all human rights legislation and adopting a Human Rights Policy
- Developing ethical trading standards and practices by integrating processes to review, monitor and advise suppliers within existing business practices
- Educating our staff about Ethical Trading and Human Rights
- Seeking to ensure our products are supplied to the highest technical and ethical standards by developing long term trading relationships with suppliers
- Recognising and reviewing the ETI base code and engaging with external auditors
- Contributing as active AB members of SEDEX to ensure visibility of our supply chain
- Demonstrating support for the 'Stronger Together' campaign

Employment is freely chosen. The Company prohibits the use of all forms of forced labour, including prison labour, bonded labour, and any form of human trafficking. Employees are free to terminate their employment by submitting the required contractual notice. Albert Bartlett does not recruit or employ children. The Company prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. Albert Bartlett has a young worker policy and will ensure we conform to the provisions of the relevant standards.

Due Diligence
As members of SEDEX, Albert Bartlett links with its Customers and Supply Chain to ensure transparency across the business. Health & Safety as well as Ethical Information is required as part of the internal vetting. We can demonstrate due diligence via our commitment to partake in third party ethical compliance and SMETA audits and share our results using the Advanced SEDEX platform. As well as this, the Company also conducts external audits twice a year with any agency providers we may be using. On a monthly basis we also meet with agency workers on a one to one basis to ensure that they have a confidential route for raising any concerns should there be any. We have an active workers committee and health and safety committee dedicated to promoting a healthy and safe work environment for each employee. Next SEDEX audits will take place in 2018.

What has changed since last review?
From the first day of employment, all employees now watch the Stronger Together campaign video, which also has subtitles in different languages. We circulated information to Growers within the Supply Chain of the issues surrounding foreign labour and modern slavery.

Review
This policy statement will be reviewed annually and in line with legislation changes. Any non-conformances will always be communicated and addressed within the recommended timescales. As a responsible Employer we will actively look at ways of improving our systems.

Signed

Colin Campbell
Chief Operations Officer

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