



## **MODERN SLAVERY COMPLIANCE STATEMENT**

### **INTRODUCTION**

Slavery, forced labour, debt bonded labour, servitude and human trafficking (which are all forms of “modern slavery”) are crimes with tragic and traumatic consequences for those who suffer such exploitation. It is the responsibility of everyone to be alert to and vigilant in identifying both the risks and the signs of modern slavery. Baxters remains committed to continually improving our awareness and practices, working in partnership alongside our suppliers to combat slavery like practices within our supply chains. Where occurrences are identified Baxters will report the matter to the GLAA (Gang Master and Labour Abuse Authority) or Police in the UK and with the appropriate authorities within our supply chains internationally.

### **ORGANISATION'S STRUCTURE**

Baxters Food Group (Baxters) is a manufacturer of fine quality food products including soups, preserves, condiments and chutneys. The Group has over 1,660 employees worldwide and operations in the UK, USA, Australia and Poland. Baxters ultimate parent company is W.A. Baxter & Sons (Holdings) Limited (Parent).

The Group has a global annual turnover of circa £330m.

### **OUR BUSINESS**

Baxters is headquartered in Edinburgh, Scotland and has five operating sites in Europe at Fochabers in Scotland, Colchester, Burntwood and London in England, and Wolsztyn in Poland, as well as businesses in the USA and Australia.

### **OUR SUPPLY CHAINS**

Baxters works with a large number of suppliers internationally supplying products and services in the following categories;

- raw materials and part processed products for the production of food;
- packaging;
- transportation of goods; and
- contracted services.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Baxters is committed to ensuring that there is no modern slavery or human trafficking, discrimination or harassment in our supply chains or in any part of our business. Our Ethical Trade Policy and Modern Slavery Policy reflect our commitment to acting ethically and with integrity in all our business relationships.



## **DUE DILIGENCE PROCESSES FOR MODERN SLAVERY**

- The Group HR Director at Baxters is the ethical trade sponsor for the business.
- Baxters is a member of SEDEX and has actively encouraged all ingredient suppliers to join the data exchange and link to Baxters. All Baxters European sites of production have undertaken Sedex Members Ethical Trade Audits (SMETA) ensuring that any non-conformances have been acted upon. A number of 2nd party and 3rd party audits have been undertaken at supplier level.
- Awareness raising and training sessions have taken place across the European business informing factory workers about Modern Slavery and what flags to look out for alert them to possible victims of abuse.
- Various channels of communication have been used across our European sites to make staff aware of Modern Slavery and events related to it as part of an ongoing awareness programme.
- Baxters has started the process of mapping its ingredient supply chains for the European business.
- A number of 2nd party and 3rd party audits have been undertaken at supplier level. A risk assessment matrix has been developed, looking at a number of information sources to enable the process of risk assessing ingredient suppliers to begin.
- Baxters continue to use Stronger2gether videos in induction training and display Stronger2gether posters across UK sites.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We adopt zero tolerance to all forms of modern slavery and we expect all those in our supply chain and contractors to adhere to those values as outlined in our Ethical Trade Policy and Modern Slavery Policy.

This statement is made pursuant to section 54 of The Modern Slavery Act 2015 and reflects the trading period April 2020 – March 2021.

A handwritten signature in black ink, appearing to read "John McMullen", is positioned above the name and title of the signatory.

**JOHN MCMULLEN EUROPEAN CEO**  
**BAXTERS FOOD GROUP LIMITED**