Valeo Foods UK Modern Slavery and Human Trafficking Statement 2021-2022

Introduction

This statement sets out Valeo Foods UK's (the trading name of Rowse Honey Ltd) absolute commitment to minimising potential modern slavery risks or human trafficking in its business and supply chains, ensuring compliance with the UK Modern Slavery Act 2015 (MSA). This is an ongoing commitment with a longer-term vision.

Valeo Foods UK's financial reporting year ran from 1st April 2021 to 31st March 2022. This statement applies to that period.

Our Business

Valeo Foods UK Sources, blends and packs bottled honey, maple and agave syrups, fruit curds and sauces. In addition to supplying supermarkets for consumer purchase, we also provide bulk orders to restaurants, caterers, and wholesale and manufacturing companies.

Our head-office is in Wallingford, Oxfordshire, where we have circa 310 employees. Our parent company, Valeo Foods Group, is based in Dublin in the Republic of Ireland.

We source raw materials from a global network of approximately 130 product-based business partners, including direct suppliers and agents. They provide:

- Honey, maple and agave syrups
- Raw materials required to produce fruit curds and sauces
- Glass and plastic retail packaging- as well as bulk packaging
- Sub- contracted packaging services

Our Policies

- Our commitment to ensuring no Modern Slavery or human trafficking in any part of our business is reflected in our policies. Our policies include (although not exhaustive):
- Ethical Working Policy that reflects our commitment to taking action to minimise the risk of modern slavery within our business and supply chain and encourages appropriate working conditions amongst workers within our field of influence,
- Ethical Trade Initiative Code of Conduct which sets out the standards we expect our suppliers, regardless of the legal requirement under the MSA and recognises our commitment to the Ethical Trade Initiative (ETI base code) and compliance to the ILO conventions.
- Whistleblowing Policy which enables employees, suppliers and third parties to raise any concerns about working practices that they believe breach the law or company policies. The helpline is advertised on company premises and is available 24/7.

These policies support our ongoing compliance not just to legal requirements but also our business requirements ensuring that we have an engaged workforce and strengthen our position as employer of choice within the Oxfordshire area.

Due Diligence and Risk Management

We continue to use the globally recognised platform SEDEX to assess business practices within our own operation and we encourage all direct suppliers to become members and complete the SEDEX SAQ to ensure we have visibility of our supply chain. In addition to this we also issue an ethical self-assessment questionnaire to our suppliers for completion which incorporates all aspects of the ETI base code. These sources of information enable us to risk assess our supply base.

At the time of this statement, 100% of current suppliers have completed their Valeo Foods UK issued SAQ's which outlines their compliance and commitment to the ETI base code. During the period we have not been made aware of any actual or suspected cases of modern slavery in our business or supply chain.

We work collaboratively with our direct customers to ensure we fully comply with their ethical codes of conduct and we participate in a bi-yearly independently audited SEDEX Members Ethical Trading Audit (SMETA). Further to our 2021 audit we have no outstanding non-conformances.

In addition several of our honey product lines have received Fairtrade certification demonstrating the producer or traders awareness and compliance to the applicable labour laws in their country and the fundamental ILO conventions.

We are aware that there is a risk through the use of agency staff within our manufacturing site, we mitigate this by using only specified, approved and reputable employment agencies to source labour. All labour agencies are registered members of the Gangmaster Licensing Authority.

Ongoing Commitments

- Continue to ensure we monitor and drive awareness across our manufacturing operation.
- Continue to train all new starters during induction in the key principals of modern slavery, what to look out for and how to respond.
- Review and refresh our training content to ensure it is up to date, relevant and meaningful.
- Continue to use SEDEX to improve our understanding and visibility of our supply chain, focusing on ensuring our ethical requirements are met by both current and new suppliers.
- Continue to work closely with our customers and the industry to understand and address any issues as they arise.
- Monitor and report on any issues or incidents across our business and supply chains.

This statement is approved by the Managing Director, Responsibility for its implementation is shared by the Operations Director and the Procurement Director.

Signed and authorised by: Ian Ainsworth

Managing Director Date: November 2022