



Valeo Foods UK Slavery and Human Trafficking Statement 2019-2020



The following is the statement given by Valeo Foods UK (the trading name of Rowse Honey Ltd), in compliance with the UK Modern Slavery Act 2015 (MSA). Valeo Foods UK are committed to the ongoing prevention and aim of abolishment of modern slavery and human trafficking and commit to support the cause within our business and supply chain by adhering to the Ethical Trading Initiative.

Valeo Foods UK's financial reporting year ran from 1st April 2019 to 31st March 2020. This statement applies to that period.

Our Business

Valeo Foods UK 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 270 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 150 product-based business partners, including direct suppliers ('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

We have policies in place to ensure that our customers are aware of our standards as a supplier to them, and to also confirm our expectations of our own suppliers, ensuring that they are compliant with our ethical standards. These policies are:

- Ethical Working Policy - the Policy 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 – this sets out the standards that we expect of all suppliers, regardless of the legal requirement under the MSA. Failure to adhere to these standards may result in a termination of contract.
- Whistleblowing policy – this policy sets our methods by which employees, suppliers and third parties can raise concerns about working practices that they believe breach the law or company policies. This helpline is advertised on company premises and is available 24/7.



Due Diligence, Risk Assessment & Management

To show our commitment to the MSA, as part of our supplier approval/reapproval process, the company issues an ethical self-assessment questionnaire ('SAQ') for completion, which incorporates all aspects of the Ethical Trade Initiative base code ('ETI'). Additionally, we also encourage all suppliers to become members of Sedex and complete the Sedex SAQ for monitoring purposes.

Our ongoing due diligence and risk assessment management is led by our risk assessment tool which can be accessed using our Sedex membership. We encourage linking with customers and suppliers to ensure that they are completing their Sedex SAQ so that we can identify any high-risk supplier sites that may require further action. This is looked at in conjunction with our self-issued SAQ's which are risk assessed on receipt by the Technical and HR team. This approach will continue in line with our statutory obligations and good working practices.

At the time this statement was written, 100% of current suppliers have completed their Valeo Foods UK issued SAQ's which illustrates their compliance to the ETI Base Code and other company stated requirements. Also, during this reporting period, we have not identified or been made aware of any actual or suspected cases of modern slavery in our business or supply chain.

With regards to our direct customers, we work with all customers that we supply to ensure we fully comply with their ethical codes of conduct. This collaboration between customer and supplier results in a stronger, unified and robust approach to supply chain working practices. Additionally, we further evidence ethical compliance to our customers by participating in a bi-yearly Sedex Members Ethical Trade Audit (SMETA) which is conducted by an independent, Sedex approved auditor and looks at all aspects of responsible business practice. Further to our 2019 SMETA Audit, we have no outstanding non-conformances.

In addition, several of our honey product lines are audited externally and have received Fairtrade certification. A Fairtrade certification means that the trader or producer has been audited and assessed with regard to their awareness of the applicable labour laws in their country and the fundamental ILO conventions; as well as any indications that the Supplier violates these laws or conventions.

Training & Communication

We have made all applicable managers and technical department employees fully aware of the Ethical Working Policy and its associated procedures and processes. All new starters are trained in the key principles of modern slavery, the signs to look out for and who to contact if they believe there is a case of modern slavery or human trafficking in the company or elsewhere.

We also publicise the official 24-hour Modern Slavery Helpline details on the premises at all times and encourage our UK Suppliers to publicise this helpline, or equivalent helplines within other countries of operation (where available).



The 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:

A handwritten signature in blue ink that reads "Ian Ainsworth".

Managing Director

Date: 26/06/2020