



FSQMS 7a. Ethical, Modern Slavery & Human Trafficking Statement

Dairygold Food Ingredients UK (DFI UK) are fully committed to the implementation of the requirements of the Modern Slavery Act 2015. This includes the provision of adequate resources, effective communication and review systems, alongside actions taken to enable continuous improvements.

Our employees will be made aware of this statement and the DFI UK management team are committed to act upon any concerns raised. We also provide Safecall, an independent organisation to whom employees can report issues in a safe, secure, and confidential way.

Dairygold Food Ingredients UK are committed to ensuring the agreed standards of labour are upheld and workers are treated fairly, honestly and with respect for their basic human rights and well-being. We have a zero tolerance for slavery and human trafficking both within our organisation and supply chain.

It is recognised that modern slavery is a complex supply chain issue and Dairygold Food Ingredients UK are committed to implementing the principles of the Ethical Trading Initiative Base Code. All our suppliers are subject to an approval and monitoring procedure which assesses the ethical controls in place.

Dairygold Food Ingredients UK shall continuously work within the principles of the ETI base code and has in place relevant HR Policies, Procedures and employment checks to ensure compliance for all permanent, temporary and prospective employees. Relevant training is provided to ensure communication and understanding of requirements. Regular audits monitor compliance and effectiveness.

Dairygold Food Ingredients UK shall ensure the following criterion is adhered to at all times:

- Employment is freely chosen.
- Freedom of association and the right to collective bargaining are respected.
- Working conditions are safe and hygienic.
- Child labour shall not be used.
- Living wages are paid.
- Working hours are not excessive.
- No discrimination is practised.
- Regular employment is provided.
- No harsh or inhumane treatment is allowed.
- Zero tolerance to Modern Slavery and Human Trafficking

Dairygold Food Ingredients UK is a member of the Supplier Ethical Data Exchange (SEDEX) which is a non-profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains.

DFI Crewe Sedex Membership Number: ZC1054999

DFI Leeds Sedex Membership Number: ZC1052587

This statement has been fully reviewed and approved by the Dairygold Food Ingredients UK Senior Management Team.

Approved and Signed:

Date: 21st January 2021

Chris Edge
Head of DFI UK

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Dairygold Food Ingredients (UK) Ltd



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Statement**

This statement covers Financial Year End: 31 December 2021.

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