
MODERN SLAVERY ACT COMPLIANCE STATEMENT 2015/16

This Statement is published in accordance with s. 54 of the Modern Slavery Act 2015. It sets out the steps which Warburtons Limited ("Warburtons") has taken during the period 25 September 2015 to 24 September 2016 ("FY 15/16) to prevent modern slavery and human trafficking in its operation and its supply chains.

Warburtons' Business and Supply Chains – An Overview

Warburtons is a leading grocery brand in Britain, selling wrapped bread, crumpets, fruit loaf, muffins, teacakes, wraps and a variety of Free From bakery products. We have 12 bakeries and 14 depots all operating within Britain, providing our customers with a daily supply of fresh, top quality products.

We have over 4,500 employees in our workforce and work with over 2,000 suppliers across our supply chain.

We manage our supply chain depending on the nature of suppliers. We have direct suppliers (suppliers who provide all ingredients and packaging for our products) and indirect suppliers (all other suppliers, including building and engineering work to office supplies, uniforms and utilities).

The work we have done this year has focused on our own operations and our key first tier suppliers; that is those suppliers who we deal with contractually in the supply chain.

Policies in relation to Slavery and Human Trafficking

We build our business on the basis of five core values – family, ambition, responsibility, quality and care - which shape everything we do, both inside and outside the company. As such, we are committed to the requirements of the Modern Slavery Act and will continue to implement effective systems and controls to manage modern slavery risks in the supply chain.

We established a set of Ethical Principles a number of years ago which set out our expectations for Warburtons and our suppliers with regard to responsible employment practices. These were based on globally recognised codes and conventions.

We have reviewed our Ethical Principles in the light of the Modern Slavery Act 2015 and are satisfied that they cover the right to freely choose employment.

We apply our Ethical Principles to ourselves and require our suppliers, direct and indirects to do the same. You can find a copy of our Ethical Principles [here](#).

We will continue to review and refine these principles as modern slavery issues and practices develop.

Warburtons' Due Diligence Process in relation to Human Trafficking in our Business and our Supply Chain

We have used a globally recognised platform, SEDEX, to assess our own business practices and those of certain key first tier suppliers in our supply chain. We deal with due diligence in our supply chain in the section below.

In assessing our own business we are satisfied that our existing employment practices and procedures comply with legal requirements in relation to modern slavery and human trafficking.

Parts of business where there is a risk and steps taken to assess and manage

During the last 12 months, we have reviewed our risk assessment and selection criteria for suppliers.

We have analysed our key first tier supply chain, both direct and indirects and identified a number of key factors to use to highlight the risk profile of our supply base, for example, geography and type of supply.

We have formed a governance group to define the process by which we will review and assess existing and potential suppliers against a number of factors including employment practices and ethical standards.

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Effectiveness in ensuring no slavery or human trafficking

As we continue to develop our approach in this area, we expect to assess our performance on modern slavery issues based on queries raised, issues identified and investigated and remedial actions taken.

Training and capacity building of staff

We have formed a core team of cross functional specialists who have focused on the requirements of the Modern Slavery Act. More broadly this team is also looking at sustainability of supply and ethical principles as a matter of good practice.

We expect to build on this year on year as our understanding of the issues develops and as we apply the principles and practices we have developed during the last twelve months.

This statement has been approved by the business management board of Warburtons and signed by Neil Campbell, Managing Director.



Neil Campbell

21st February 2017