



## **Naturex Ltd's modern slavery statement for financial year 2018**

Naturex Ltd, a limited company having its head offices at Park Road, Overseal, Swadlincote, United Kingdom. DE12 6JX (the UK Companies referred to as "Naturex Ltd").

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Naturex Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Naturex Ltd has a zero tolerance approach to any form of modern slavery. We are committed to adhering to high ethical standard and acting with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our Business**

Naturex Ltd is part of a larger group (Naturex) which trades globally in the natural sector and which is part of a larger group (Givaudan UK Limited, Givaudan 2007 UK Limited, Givaudan Holdings UK Limited (the UK Companies referred to as "Givaudan")), ho are a leading business in this sector, Naturex Ltd offers its products to global, regional and local food, beverage, consumer goods. Naturex Ltd produces colours & flavours that delight consumers worldwide.

The company produces in two categories, Colours & Flavour.

The Colours operation offers a range of natural colours for products in confectionary, baked goods, sugar confectionary, chocolates, and chewing gums; beverages, such as soft drinks, fruit juices, and instant beverages; dairy products, including ice creams and yogurts, desserts, and yellow fats; and savoury products comprising ready-made meals, snacks, soups and sauces, and meat and poultry products.

The Flavours operation provides a natural alternative to either sweet or savoury applications across both food and pharmaceutical products globally.

Naturex Ltd complies every day, in all business activities, with UK laws and regulations as well as with our policies, practices and procedures. We facilitate a culture where we can freely discuss and report ethical and legal issues.

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## Our Policies

Within the Naturex Ltd organisation, the Principles of Conduct is a governing charter for ethical behaviour including:

- **Responsible Purchasing Charter.** This policy outlines health and safety, social, environment and business integrity principles we require all our suppliers and service providers to acknowledge.
- **Responsible Corporate Citizenship Policy.** We are committed to respect for human rights wherever we do business and in all communities in which we are present. We believe in fair employment standards and do not tolerate or practice any form of child exploitation or forced labour or engage with suppliers who do not adhere to a strict anti-slavery policy.
- **Disclosure and Transparency Policy.** We encourage all our employees, contractors and workers to come forward with any concern regarding how colleagues are being treated, practices within our business or supply chain or any violations against any policy operated by us without fear of retaliation or reprisal. If our employees do not feel comfortable contacting their local compliance officer or legal department, they are encouraged to use the Givaudan Compliance Helpline which is confidential and operated in every Company language.
- **Legal and Ethical Trading Statement.** Naturex Ltd believe in compliance with all laws and policies that apply to our business in the countries in which we operate. We are committed to and adhere to the highest ethical standards in all business dealings.
- **No Child Labour (ILO compliant).** We are committed to respect for human rights wherever we do business and in all communities in which we are present. We believe in fair employment standards and do not tolerate or practice any form of child exploitation or forced labour or engage with suppliers who do not adhere to a strict anti-slavery policy.
- **Global Anti-Bribery Gifts, Entertainment and Hospitality elements are all covered In our Code of Conduct Policy.** This Policy sets out Naturex Ltd's ethical behaviour standards and the principal anti-corruption rules that apply to our business.
- Naturex Ltd adopt both the Givaudan Principles of Conduct as well as our own Code of Conduct Policy which also includes many of the policies as described above.

## Our Suppliers

Naturex Ltd participates in the Supplier Ethical Data Exchange ("SEDEX") whose goal is to drive improvements in ethical and responsible business practices. A core principle of SEDEX is to avoid unfair or unsafe labour practices including slavery and human trafficking. As Naturex Ltd uses more than 500 different ingredients from suppliers across the globe in our colour & flavour products, we assess and audit our main raw material suppliers on their sustainability performance using the SEDEX principles. All supplier audits are announced and conducted by third parties relying on the SEDEX Members Ethical Trade Audit which is a compilation of best practices.

During Q4 of 2018, the entire Naturex group has been acquired by Givaudan, so we are currently in the process integrating our business into the larger portfolio of Givaudan UK. As such we will harmonise business operations ensuring that where relevant and applicable we will continue to maintain or enhance our ethical or business standards in respecting all relevant laws.

## Training

We conducted and we will continue to conduct training on Naturex Ltd's Code of Conduct for all employees which includes the above mentioned principles and charters so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our business or supply chain.

## Our Performance Indicators

We will know the effectiveness of the steps we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain when:

- No reports are received from employees
- Transparency on full traceability to the raw materials source is provided
- No pushbacks or reporting received from supply chain when the Responsible Sourcing Policy was released

Approval for this statement by company management:

Name Jamie Mead

Position: Plant Director and Company Manager – Naturex Ltd

Signature: .....  ..... 14/5/2019.

Date:

Name Sean Cumiskey

Position: Sales Director – Naturex Ltd

Signature: .....  .....

Date:

17-05-19

