



## MODERN SLAVERY STATEMENT – 2019

Froneri UK is a manufacturer of ice cream products in the frozen food sector and we are part of the Froneri group of companies, which has its head office in England.

We are committed to improving our practices to combat slavery and human trafficking. As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

During 2019 Froneri has worked to engage with a number of its suppliers to ensure they are all registered to SEDEX and have at least 70% undertaken ETI audits and developed multi-tier linking to SEDEX with increase supplier visibility.

The aim is to increase the visibility of Froneri's supply chain to help meet its CSR aims. Its mission remains to improve the visibility of the supply chain at tier one suppliers and beyond.

To date we have achieved:

- 96% supplier self-assessment questionnaire (SAQ) engagement.
- Progressed 96% of supplier SAQ's with a >95% questionnaire response rate, with data collected across all four key pillars.
- We have checked the supplier ethical, environmental and social practices contained within each SAQ and from audit findings.
- 60% of our suppliers have had an Ethical Trading Audit.

We continued the review of audit information from the SEDEX platform, and risk assess our suppliers. Where we identify higher risk suppliers we collaborate with the suppliers to reduce or mitigate the risks.

We achieved ethical trading audits at our three UK based factories during 2019. The results of all audits are posted on SEDEX.

Froneri remains committed to the Stronger Together initiative aimed at reducing modern slavery. Froneri actively raises awareness of Modern Slavery with all its colleagues, provide training to those with procurement and human resources responsibilities and have all the necessary controls and procedures in place to increase its understanding of the nature of hidden exploitation and to prevent its occurrence.



The resources provided by the Stronger Together campaign, including posters and leaflets are visible at each site and embedded in the company induction for all new employees to embrace the stronger together initiative.

It provides a clear message to work together to tackle hidden labour exploitation and how to inform of any concerns. It enables our employees to understand and spot the signs of modern slavery and human trafficking. All employees are expected to report suspicious activity through our whistleblowing policy.

We will continue to train our employees directly involved in the procurement process and improve awareness of the issue through internal communications to include poster campaign on staff notice boards and company newsletters

Froneri provides a whistleblowing reporting hotline which is free, anonymous and confidential to allow employees to raise matters of concern. The contact details are displayed on notice boards at all UK sites and embedded within the induction programmes of all new starters.

The plan for 2020 is to continue engaging beyond the first tier and to work collaboratively with all tiers of the supply chain to ensure we reduce the risk of exploitation with the following targets:

- Ensure 100% of suppliers are registered to SEDEX
- Increase to 80% all suppliers to have or undertake ETI audits
- To further develop multi-tier linking to SEDEX and increase supplier visibility.

As part of this engagement we will ensure our due diligence checks are carried out at every stage of the process.

Our focus for 2020 will be to maintain the thorough controls we have in place and to train and build awareness of the prevention of modern slavery and human trafficking within the business

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2019.

A handwritten signature in black ink, appearing to read "Mike Fraine". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Mike Fraine  
Head of UK & Ireland