



## ***Greencore Group plc***

***("Greencore Group")***

### ***Slavery and Human Trafficking Transparency Statement For the Financial Year ended 28 September 2018***

This statement is made in accordance with Section 54, Part 6 of the Modern Slavery Act 2015 and details the steps that each Greencore entity to which Section 54, Part 6 of the Modern Slavery Act 2015 applies, as set out in **Table 1** (referred to collectively in this statement as "Greencore") has taken for the financial year ended 28 September 2018 to ensure that slavery and human trafficking are not taking place within Greencore or Greencore's supply chain.

#### ***1. About Greencore Group***

Greencore Group is an Irish incorporated and headquartered leading manufacturer of convenience food in the UK. With over 11,000 employees, we serve our customers across a broad range of categories including: sandwiches, sushi, salads, chilled ready meals, chilled soups and sauces, chilled quiche, ambient sauces and pickles and frozen Yorkshire puddings. We supply grocery and other retailers, including all of the major UK supermarkets.

In FY18, Greencore produced 706m sandwiches and other food to go items, 226m bottles of cooking sauces, pickles and condiments and 144m chilled ready meals.

Greencore has a well-invested network of 15 facilities in addition to 17 distribution hubs including six picking centres, and a fleet of small chilled vans which deliver to numerous outlets daily. The direct to store business primarily supplies customers with Greencore manufactured products (largely sandwiches and ready meals) as well as chilled products manufactured by third parties.



- ***About Greencore's Supply Chain***

The business purchases approximately 9,000 different ingredient and packaging materials from 420 suppliers from both UK and global sources, along with having circa 3,200 suppliers of non-resale goods and services.

- ***The Greencore Way***

Our vision and our strategy define the direction of the Group.

In light of the disposal of our entire US business, which completed in November 2018, we have reshaped our strategy and are now focused solely on the UK market. Our strategic framework is now aligned around four strategic priorities that we use to optimise Greencore's growth potential:

- Enhance our leadership position in UK convenience food;
- Develop enduring and valued customer relationships;
- Invest in people, infrastructure and capability; and
- Maintain a strong financial and economic model.

In order for Greencore Group to deliver its strategy, it embraces a shared approach to doing business, this is known as "The Greencore Way".

The Greencore Way describes both who we are and how we will succeed. It is a simple model that brings together the key elements of how we operate and is organised around four core principles:

- People at the Core
- Great Food
- Business Effectiveness
- Cost Efficiency

- ***People at the Core***

Our people are central to everything we do, from our manufacturing operations to developing our latest recipes and products and our relationships with customers. We believe that we ultimately differentiate ourselves through our people.

It is within this framework that we acknowledge that it is our responsibility to treat our employees, contractors, suppliers, customers and all of our stakeholders with dignity and respect.

We have set out our ethical policy and commitments in the Greencore Ethical Code and Employment Standards, which is available on our website, [www.greencore.com](http://www.greencore.com) in order to be visible to all our stakeholders.

## **2. Policy Statement**

We are committed to ensuring a high standard of ethical and environmental practices and believe that we have a responsibility to adhere to the highest standards of behaviour and care. We recognise that our business activities have the potential to impact our key stakeholders and therefore they have the right to expect high standards in what we do.

We commit that by using the Greencore Way principles our business will:

- Ensure that all products manufactured and sourced by Greencore Group are produced under working conditions that are hygienic and safe.
- Ensure that all workers involved in the production of products sold by Greencore Group from direct, indirect suppliers and our own service providers are treated with dignity and respect.
- Act in an ethical manner within all legal requirements.
- Commit to a programme of implementing the principles of the Ethical Trading Initiative Base Code.

### **• Employment Standard**

Under the general employment standards of Greencore's [Ethical Code & Employment Standards](#), which is informed by the International Labour Organisation ("ILO") Declaration on Fundamental Principles and Rights at Work, Greencore is committed to ensuring that within our business:

- No forced, bonded or involuntary labour is used;
- No child labour is used;
- All colleagues have a right to join a recognised trade union;
- Working conditions are safe and hygienic;
- No discrimination is practised; and
- No harassment, threats, abuse or intimidation are practised.

Greencore is a member of the Supplier Ethical Data Exchange (“SEDEX”). Each site is SEDEX registered and has completed a self-assessment questionnaire. The sites also have regular independent ethical audits.

All employment agencies with whom Greencore has contracts to supply temporary workers must demonstrate a commitment to the application of the requirements of our Ethical Code & Employment Standards. They must ensure that all temporary workers supplied to Greencore are eligible to work in the UK and subject to the rules as laid down by the UK Border Agency.

Furthermore, contracted employment agencies in the UK are under a contractual obligation to ensure that all temporary workers supplied to Greencore understand our Health & Safety and Food Safety practices and requirements and also understand their contractual documents.

- ***Good Faith Reporting: “Whistleblowing”***

Greencore Group provides an external good faith reporting hotline, which is free, anonymous and confidential, whereby any individual in Greencore Group can raise concerns in relation to employment standards, ethics or any other impropriety or area of concern. The contact details for the hotline are displayed in prominent areas throughout all of Greencore Group’s sites and on the Greencore Group intranet. The nature of the calls received to the external good faith reporting hotline are monitored on an ongoing basis and investigations are instigated where required.

- ***Stronger Together***

Greencore supports the “Stronger Together” campaign<sup>1</sup>, which is a multi-stakeholder initiative aimed at reducing modern slavery. As set out in **Table 2**, all Greencore sites are Stronger Together business partners and are committed to putting measures in place to help prevent and tackle hidden labour exploitation.

Members of the Technical, Purchasing and Human Resources functions in the UK have attended Stronger Together training sessions in order to both increase understanding of the nature of hidden labour exploitation and also prevent its occurrence within Greencore. The resources provided by the Stronger

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<sup>1</sup> [www.stronger2gether.org](http://www.stronger2gether.org)

Together campaign, including multi-lingual posters and leaflets, are available throughout the Greencore sites.

In September 2018, Greencore participated in a pilot of the Stronger Together Organisational Performance Assessment and Progress Reporting Tool. This has highlighted where Greencore has made progress in terms of the UN Guiding Principles on Business and Human Rights framework.

- ***Ethical Trading***

In order to promote stable business relationships in which any necessary advancements can be made, Greencore and its agents will make a commitment to fair trading by agreeing clear contract terms with suppliers. The livelihood of vulnerable companies will not be jeopardised by unfair contractual dealings.

The fundamental principles of integrity, confidentiality and legality by which we operate are set out in our internal Code of Business Practice and in our [Ethical Code & Employment Standard](#).

Greencore Group aims to work with our suppliers to build effective and transparent supply chains. We are reliant on our suppliers for the ingredients and services we use to create great food. We have a rigorous supplier approval process, operated by Group Purchasing and Technical functions.

We encourage our suppliers to operate to the same ethical standards that we employ ourselves.

Greencore requires all new raw material suppliers to our business to be SEDEX registered and we continue to bring suppliers into the scheme, progressively building SEDEX membership across our supply base.

We have extended the requirement for SEDEX registration to some categories of suppliers providing non-food products and services to each Greencore site. These include agency labour providers, caterers, distribution and warehouse services, security, personal protective equipment and consumables suppliers. These categories were included based on use of manual labour.

Greencore has revised the terms of its Standard Terms and Conditions of Purchase which now contain a number of specific provisions, including (i) an obligation not to engage in practices that amount to slavery, servitude, forced labour or human trafficking; (ii) an obligation to comply with applicable slavery laws; and (iii) an obligation to provide information to enable Greencore to provide meaningful information in its Slavery and Human Trafficking Transparency Statement.

Risk of slavery and forced labour is included in an annual process to assess current and potential risks in our raw materials supply chains. Material category and geographical risk are considered. A raw material is high risk if human rights abuses have previously been associated with the category of products. Indicators used to determine geographical risk include the ILO's statistics on forced labour and trafficking and the "Walk Free Foundation Global Slavery Index".

This process has enabled Greencore to identify those supply chains that should be a priority in terms of actions to reduce the risk of slavery and forced labour. In the first instance, Greencore ensures that our suppliers within these priority categories are SEDEX registered. This forms one of the Key Performance Indicators through which we measure our progress.

In the last year, a risk assessment has been implemented for suppliers within the raw material categories identified through the horizon scanning process. This is based on the SEDEX Self-Assessment Questionnaire together with business specific factors.

As part of an overall risk reduction strategy, Greencore has sought to reduce complexity within the supply base and to shorten and integrate supply chains where possible, this includes putting plans in place to move to a single manufacturing agency labour provider in the UK. This is consistent with reduction of risk of slavery and forced labour.

Greencore is adopting the process advocated by Stronger Together, based on the United Nations Guiding Principles on Business and Human Rights, whose steps include commit, assess, act, remedy, monitor and communicate. We

have begun to engage with suppliers in supply chains assessed as higher risk, to understand their practices with regard to ethical trading. As part of this work, we are using tools developed by the Food Network for Ethical Trade (“FNET”).

FNET brings together food processors, manufacturers and retailers to work towards a shared mission to improve human rights in global food supply chains through a common approach to ethical trade. Greencore is a member of the initiative and coordinates one of the FNET collaborative working groups.

- ***Collaboration***

We recognise that acting in collaboration with other food businesses can potentially have more impact than tackling issues alone. In addition to its membership of FNET, Greencore therefore continues to work with other businesses and stakeholders through the SEDEX Supplier Forum (“SSF”), and maintains links with the Gangmasters and Labour Abuse Authority (“GLAA”) the Association of Labour Providers (“ALP”), Hope for Justice and Stronger Together.

During FY17 Greencore signed up to support the Co-Op’s Bright Future Scheme as announced by Co-Op in March 2017 and the Bright Futures programme has commenced at three of our sites.

- ***Monitoring and Auditing***

Ethical compliance is listed on the Greencore Group risk register. The Greencore sites undergo an annual independent audit by the Group Risk Management function. This includes documentation checks on a sample of the workforce and review of the systems in place for management of working time compliance.

Compliance with the relevant legislation and guidance is reviewed by Group Technical, Group Legal and Compliance and each of the UK HR Directors and reported upon to the Greencore Group Audit Committee.

In Greencore, audits of agency labour providers are carried out by Group Technical and local HR teams. These form part of our Key Performance Indicators.



- ***Training***

To be effective at preventing or tackling modern slavery Greencore needs to raise awareness of its existence and improve knowledge of the issue. Training therefore forms a key part of the Greencore action plan.

As set out above, Greencore supports the “Stronger Together” campaign and each Greencore Stronger Together Business Partner regularly receives training in relation to this initiative in addition to training in a number of areas related to maintenance of ethical standards within our operations.

HR departments in Greencore are trained in the skills required to conduct checks on right to work compliance. All Greencore HR teams also maintain competency in management of the SEDEX system, booking ethical audits and closing out non-conformances.

Training on hidden labour exploitation is included in Greencore induction sessions. A training package on ethical standards has been developed and is being rolled out to managers and supervisors across sites. Part of this training resource is a video created in collaboration with specialist officers from Northumbria Police’s safeguarding department.

In addition, a number of colleagues have attended externally facilitated courses on recognising the signs of possible hidden labour exploitation.

- ***Key Performance Indicators (“KPIs”)***

In FY17, we began to track progress against our plans to prevent and tackle modern slavery through a number of KPIs. The KPIs focus is initially on Greencore as we continue to develop our supply chain actions, however, the KPIs will also be phased into Greencore Group operations in other jurisdictions. The objectives measured against each KPI are set out in **Table 2** below and form the basis of Greencore’s action plan.

This statement, which is subject to annual review, has been reviewed by senior management and has been reviewed and approved by the Board of Directors of each of the entities covered under Section 54, Part 6 of the Modern Slavery Act 2015 as set out in **Table 1**.

Signed: 

*Eoin Tonge*

*Chief Financial Officer, Greencore Group plc and Director of*

*Greencore Food to Go Limited*

*Greencore Grocery Limited*

*Greencore Prepared Meals Limited*

## **Tables**

**Table 1.**

Entities to which the Slavery and Human Trafficking Transparency Statement for the financial year ended 28 September 2018 applies:

<b><i>Greencore Food to Go Limited (UK)</i></b>
<b><i>Greencore Grocery Limited (UK)</i></b>
<b><i>Greencore Prepared Meals Limited (UK)</i></b>

**Table 2.**

## FY18 Delivery, Action Plan and Targets

Area	Objective	Target end Sept 2018	Achieved end Sept 2018	Target end Sept 2019
<b>Independent Ethical Audit</b>	All sites have an up to date ethical audits	100%	100%	100%
	All sites have closed out any non-conformances from ethical audits	78%	27%*	80%
<b>Stronger Together</b>	All sites are Stronger Together Business partners	100%	100%	100%
<b>Supplier SEDEX Registration</b>	500 raw material and packaging suppliers are SEDEX registered	95%	95%	95%
<b>Group Risk Audit</b>	Audit of all sites completed by Group Risk	100%	100%	100%
<b>Training</b>	Each site to train employee managers in the Greencore Ethical Code of Practice & Employment Standards	78% (average) of employee managers	85%	90%

\* Greencore acknowledges the underperformance against the FY18 target and is currently undergoing a comprehensive review of its labour strategy in the context of the evolving labour market and regulatory environment. We continue to engage and collaborate with our stakeholders in respect of our ethical performance.