

## MODERN SLAVERY ACT COMPLIANCE STATEMENT

### For the Financial Year ending 31 August 2019

Ferrero UK Limited and Thorntons Limited, as subsidiaries of the ultimate parent company Ferrero International Limited S.A. (collectively referred to herein as “Ferrero” or the “Ferrero Group”) are committed to and fully support the goals of the Modern Slavery Act 2015.

The Ferrero Group sets the core policies and activities that apply to its operations and supply chains, which are complex and often interdependent, diverse and global in nature. The content of this statement is therefore strongly driven by the Ferrero Group’s initiatives and approach, more details of which can be found in its annual Corporate Social Responsibility (CSR) report at [www.ferrerocrs.com](http://www.ferrerocrs.com).

A founding principle for Ferrero is recognising human contribution and protecting human dignity. Further, respecting human rights and promoting employee well-being are deeply rooted within the core values and principles of our family business. They are fundamental to the sustainability of our own business operations and create value in the communities where we operate.

Ferrero’s approach to slavery and human trafficking is based around its commitments to respecting and promoting human rights, to prevent and mitigate the impacts of its operations through a due diligence-based approach. This approach is guided by the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the International Labour Organization (ILO) Fundamental Labour Conventions which are reflected in its approach to, and management of, human rights risks in its operations and supply chains.

Through its commitment to a human rights due diligence-based approach, Ferrero takes appropriate steps and measures to identify, prevent and address any adverse human rights impacts it may cause or contribute to or where an impact is directly linked to the Ferrero Group’s operations, products or services through a business relationship. As human rights issues are systemic, Ferrero also expects its business partners to take appropriate steps and measures with a due diligence-based approach to identify and address any adverse human rights impacts they may cause, contribute or may be linked to through their business relationships.

Meaningful stakeholder engagement is fundamental to Ferrero’s human rights approach. The Ferrero Group is committed to working with its employees, business partners and relevant stakeholders on a journey of continuous improvement that it strongly believes will benefit Ferrero, its business partners and all communities impacted by its operations.

Ferrero is accelerating certain priorities to further and continuously strengthen its capabilities, put its values into action and deliver on its commitments in this area as a Group. These include commitments to:

- Child Protection and No Child Labour: Ferrero recognizes the human rights of children, such as the right to education, right to play and right to basic needs and follow ILO’s definitions on the minimum age for employment and hazardous work and aim to align with the Child Rights & Business Principles.
- No Forced, Bonded and Compulsory Labour: Ferrero opposes forced labour as defined by the ILO and condemn the use of all forms of forced or compulsory labour, including forced prison labour, indentured labour, bonded labour, modern forms of slavery and any form of human trafficking in our value chain. Our goal is to ensure all employees enjoy freedom of movement and are not restricted through physical restriction, abuse, threats and practices such as retention of identity documents and valuable possessions, have the right to work freely, are aware of their employment terms in advance and are regularly compensated.

Ferrero will continue communicating about its contributions to human rights and its efforts to eliminate modern slavery, forced labour and human trafficking risks as a Group via [www.ferrerocrs.com](http://www.ferrerocrs.com) and through its annual CSR report publication.

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 31 August 2019. It was approved by the board on Friday 13<sup>th</sup> March 2020.

For and on behalf of **Thorntons Limited**