



Modern Slavery Prevention Statement 2019-2020

Wyke Farms Ltd.'s Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and with respect to human rights. We have implemented systems and controls, to prevent modern slavery and human trafficking or human labour exploitation anywhere in our company or in our supply chains and service providers. We endorse and adhere to the Ethical Trading Initiative Base Code, and we are committed to all the legal requirements of The Modern Slavery Act 2015. This statement is supported by the Board of Directors, is reviewed in every financial year (1st April to 31st March) and can be viewed from a link on the home page of our company website.

Our Business Structure

Wyke Farms Ltd manufactures cheese, butter and liquid dairy products at the Head Office Site in Wyke Champflower, (Bruton/ Lamyatt), which also oversees operations of our Anaerobic Digester Plant. Cheese is matured and stored at our Wincanton site, from where it is cut, packed and distributed. As well as owning 3 local dairy farms, Wyke has contracts with other local dairy farms and buys additional milk and cream.

Our Company - Due Diligence.

Wyke Farms Ltd has two designated Anti-Slavery Officers, based in Bruton and Wincanton respectively. Wyke makes appropriate checks on all employees and recruitment agencies to know who is working for, or on behalf of us. We ensure that employees are entitled to work in the UK, have the suitable documentation, that working hours are agreed and fair, and that wages received through official means. Both sites (Bruton / Lamyatt, and Wincanton) are members of Sedex. We welcome and co-operate with SMETA audits.

Milk Procurement - Due Diligence.

We have contracts with approximately 120 dedicated dairy farms within the UK, the majority of which are based in the South West. The Milk Procurement team, who have received training, and is in close contact with all of our supplying farms on a regular basis, including through farm visits at least annually.

Every supplying farm must adhere to the Red Tractor Dairy Assurance Scheme standards, which contains a specific requirement that, where labour providers are used to supply temporary or permanent staff, a Gangmasters Licence must be held. External auditors visit each farm frequently to monitor conditions.

Our Suppliers / External Service Providers - Due Diligence and Risk Assessment.

Wyke Farms understands the importance of having a comprehensive understanding of our supply chains, actively encourages transparency in them. Suppliers of goods and services to Wyke Farms are requested to supply us with a copy of their anti-slavery policy and statement as applicable, along with any other ethical policies they endorse, with priority given to first tier suppliers. Supplier Questionnaires are sent out, and a supplementary questionnaires provides further information about their modern slavery prevention checks. It is a requirement that suppliers assess their business and supply chains and confirm that they comply with their legal obligations, in relation to The Modern Slavery Act 2015. They are required to show their



REGISTRATION NUMBER: 751654

WYKE FARMS

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commitment to ensuring there is no slavery, forced labour or servitude, child labour or human trafficking taking place in their business, or any of their supply chains.

Wyke Farms Ltd. conducts risk assessments on new and existing suppliers. Our checks prioritise the activities where our business can have the most impact. This extends to our supply chains, where milk, other ingredients and primary packaging suppliers are checked most frequently against success criteria. Any concerns or lack of information is reported to the Anti-Slavery Officers for further investigation. Findings are fed back to senior management through quarterly Management Review Meetings.

If a supplier is found to have slavery or human-trafficking in their business, or knowingly in their supply chain, the company will terminate the contract with them.

Key Performance Indicators: -

- Ensuring that suppliers / service providers engage in open communication with Wyke regarding modern slavery and human exploitation prevention strategies within their own company and their supply chains. Such communication is in place and is ongoing.
- Receiving assurances that suppliers / service providers support the principles of the ETI Base Code. Assurances have been received.
- Receiving no reports from employees, the public, external whistleblower hotline or law enforcement agencies that indicate that modern slavery practises have been identified. No reports have been received.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, external training is received, much of which is led by the Stronger Together initiative. Learning from such training is communicated within the company as applicable. In the year covered by this statement, both Anti-Slavery Officers attended a course for handling any suspected cases of forced labour, and a webinar was attended by both ASOs and a Technical Assistant involved with supplier approval.

We encourage open and honest communication throughout our supply chains. We offer suppliers further information on issues surrounding modern slavery prevention, such as spotting the signs of modern slavery within their own business.

Objectives for the next financial year (April 2020 to 2021): -

1. To further develop the means by which we communicate Wyke's expectations of compliance with the ETI Base Code with our suppliers / external service providers to ensure greater consistency, especially at Bruton site.
2. To build on previous work to develop rigour in the follow up of supplier checks, and to develop the way this information is fed back to senior management through Management Review Meetings, especially at Wincanton site.
3. To invest in further training for: -
 - A) farm liaison officers -and feedback information regarding milk. procurement at Bruton site's Management Review Meetings.
 - B) Staff involved in Risk Assessing the supply chain.



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Associated Policies

Other Wyke Farms policies and statements that are relevant to this one, are available on request, and include: -

- Confidential Reporting (Whistleblower) Procedure
- Human Rights Statement
- Policy for Social Accountability

Statements from previous financial years are archived for reference on our website, and the company is proud to be improving on our modern slavery prevention and ethical considerations year on year.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Wyke Farms Ltd.'s slavery and human trafficking statement for the financial year 2018- 2019. We review this statement in every financial year.

Signed on behalf of the Board of Directors by: -

Name: R. W. Clothier

Signature:

Position: Managing Director

Date: 1st April 2020

Name: T. Clothier

Signature:

Position: Production Director / Renewable Energy Director

Date: 1st April 2020



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