

Frank Roberts & Sons Limited Modern Slavery Act statement

This is our second statement under The Modern Slavery Act 2015.

Our business

Our business profile and structure remains largely unchanged over the last 12 months. Frank Roberts and Sons Limited continues to be a fourth generation family owned business with an annual turnover of almost £100m. We manufacture a variety of bakery, bread, morning goods and sweet treats products from our two premises in Northwich, Cheshire and Ilkeston, Derbyshire, employing up to 950 people across the two locations.

We remain passionate about our values of courage, quality, community, nurturing and togetherness, seeking to bring them to life in every aspect of our business including relationships with customers and suppliers.

Most of our suppliers are UK based, though we source some ingredients, packaging and equipment from around the world. We also employ some temporary and contract staff, both directly and through agencies, whilst outsourcing security, catering, cleaning and laundry services and some distribution to third party providers.

Our policy on Modern Slavery

We remain absolutely committed to ensuring that there is no form of modern slavery within our supply chain and business operations.

We strongly condemn any form of slavery, human trafficking or treatment which violates the human rights of any person. We do not knowingly support or engage with any business involved in these practices.

Over the last 12 months, we have:

- introduced a Modern Slavery Policy, approved by our Main Board and issued to all our staff in our Company Handbook which we re-issued in January 2017;
- worked with all new suppliers and our top 10 suppliers by spend, ensuring compliance with our policies, including our Modern Slavery Policy;
- formed a Steering Group of Directors, led by our Group Technical Director, who is accountable to the Main Board for all ethical trading standards, to oversee our approach to removing modern slavery within our supply chain and business operations. This Group meets quarterly and reports to the Main Board twice a year;
- established an Action Group to map out and audit our supply chain and products, assessing and managing risk, report on KPIs, making recommendations to the Steering Committee in terms of best practice and next steps;
- carried out initial training for all our staff involved in the procurement of goods or services or the engagement of staff; and



- registered to attend a Stronger Together workshop to learn more about modern slavery and how to address it, enhancing our understanding of best practice.

Our approach to due diligence

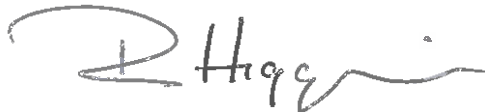
In addition to the Steering and Action Groups, we remain members of the Supplier Ethical Data Exchange, (Sedex), a not-for-profit organisation whose members collaborate to promote responsible and ethical business practices within their supply chains. We actively encourage our suppliers to join Sedex within 12 months of working with us.

We continue to carry out a vendor assessment process every 2 years for all our suppliers to ensure they comply with all our policies.

We are developing training/education materials for all our staff and collaborating with our Trade Unions to raise awareness of modern slavery, to stay vigilant and to encourage any concerns to be raised with us.

Our next steps

Our next steps are being developed by our newly formed Steering and Action Groups and will focus on mapping our supply and sourcing arrangements in more detail, auditing on an assessed risk basis and monitoring against agreed KPIs.



Robert Higginson
Chairman, Frank Roberts and Sons Limited
14 December 2017



Quality



Courage



Community



Nurturing



Togetherness