

Frank Roberts & Sons Limited Modern Slavery Act statement

Our business

Frank Roberts and Sons Limited is 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 are 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. Quite simply, people matter to us.

Many 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 are committed to ensuring that there is no form of modern slavery within our supply chain and business operations.

We condemn strongly 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.

We have developed a Modern Slavery Policy, approved by our Main Board, which is available to all our staff in our Handbook, to be re-issued in January 2017. We also have a Whistleblowing Policy where staff can raise any concerns relating to modern slavery in confidence.

Our approach to due diligence

We have appointed our Group Technical Director, accountable to the Main Board, to oversee our ethical trading standards and approach to preventing modern day slavery and trafficking throughout our supply chain.

We are 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 are also able to share our data with customers via the Sedex system. We are currently engaging with our suppliers to require them to join Sedex within 12 months.

We carry out a vendor assessment process for all our suppliers every 2 years to ensure they comply with our policies. We are introducing our Modern Slavery Policy into this assessment process. We also audit our providers of temporary / agency staff and outsourced services to check for compliance with our policies and other legal requirements, including payment of the national minimum wage.

We are providing training to all our staff involved in the procurement of goods or services or the engagement of staff. The Main Board and senior leaders in the business were trained in November 2016.

Our next steps

We are developing a risk based approach to auditing, starting with all new suppliers and our top 10 suppliers by spend. They will be required to comply with our policies, including our Modern Slavery Policy, within the next 6 months, in order to be able to continue to supply us.

We will modify further our procurement procedures to assess the risk of slavery and trafficking within our supply chain, including specific questions to address action taken by our suppliers to minimise the risk of modern slavery within their own operations.

We will continue to train and educate our staff, encouraging them to highlight any cause for concern in relation to slavery or trafficking, either through their Managers or confidentially through the Whistleblowing Policy.

We are committed to developing KPIs to ensure any potential risk areas are identified and audited, whilst reviewing our Modern Slavery Policy annually.

Robert Higginson
Chairman, Frank Roberts and Sons Limited
December 2016