

Frank Roberts & Sons Limited Modern Slavery Act statement

This is our third statement under The Modern Slavery Act 2015 and relates to our financial year, 1 September 2017 to 31 August 2018.

Our business

There have been no significant changes to our business profile and structure over the last 12 months. 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 850 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 our employees, 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:

- attended a Stronger Together workshop and updates to learn more about modern slavery and how to address it, enhancing our understanding of best practice;
- introduced a Modern Slavery awareness section into our employee induction process and junior management development programme, including the Stronger Together video;
- displayed information and posters, provided by Stronger Together, around the business to encourage employees to be vigilant and to highlight any concerns about any of their colleagues or any of our operations;
- updated and circulated our Whistleblowing Policy to all operational staff, including customer specific arrangements;
- continued to work with all new suppliers and our top 10 suppliers by spend, ensuring compliance with our policies, including our Modern Slavery Policy;
- audited our Agency provider across a range of areas for compliance, including Modern Slavery and National Living Wage; and
- taken part in and passed a site ethical audit by SEDEX.

Our approach to due diligence

We have a Steering Group which reports to the Board once a year. This is currently being reformed with some new members and will be chaired by our HR Director who is now responsible for our Modern Slavery Policy and approach. We are also reviewing our Action Group whose primary role is to map out and audit our supply chain and products, assess and manage risk, report on KPIs and make recommendations to the Steering Committee in terms of best practice and next steps.

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.

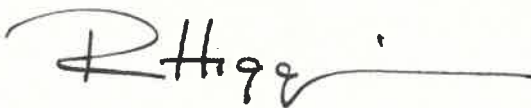
We continue to carry out a vendor assessment process every 2 years for all our suppliers to ensure they comply with all our policies.

Our next steps

Our new Steering Group is reviewing our approach and next steps. We believe we do not have any areas of high risk within our supply chain; however, we plan to map our supply and sourcing arrangements in more detail, making these more visible to enable us to enhance further our auditing and monitoring processes.

We are developing an employee engagement app which we will use, inter alia, to publish relevant articles and information to educate our staff on an ongoing basis about the challenges of modern slavery and how to stay vigilant. The app will be launched by February 2019.

This statement was approved by the Board on 31 January 2019.



Robert Higginson
Chairman, Frank Roberts and Sons Limited
31 January 2019



Quality



Courage



Community



Nurturing



Togetherness