



We preserve nature's gifts

## Modern Slavery Statement

Ardo UK Ltd & Rosemary & Thyme Ltd

2018/19



# Regional Managing Directors Statement

Ensuring our business operates in an ethical way across all our activities is a key part of our sustainability goals which are based on 3 pillars: **People, Planet & Product**.

We are very aware that everything we create is performed by people for people, and we believe that our Company has a broad social responsibility, with priority to our employees, our surrounding community and society as a whole.

We expect those in our supply chain to treat and reward people with the same respect and empathy as we do to our own directly employed colleagues.

We will not tolerate acts of modern day slavery either within our own business or within our supply chain. The Company acknowledges responsibility to the Modern Day Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the Company.

The company will not knowingly support or deal with any business that is involved in slavery or human trafficking. The Company Directors and Senior Management take responsibility for implementing this policy statement and will ensure that adequate resources are made available to ensure labour exploitation and trafficking is not taking place within the company or our supply chain.

Metin-Fevzi-Hunt  
Regional Managing Director UK & Denmark

1<sup>st</sup> October 2019



# About Ardo

We are part of ARDO N.V. a Belgian owned family business that is one of the largest producers of frozen plant-based foods in the world. We supply to a wide variety of customers in the retail, foodservice and food industry sectors. Through our aim to be a sustainable company we have a high level of commitment to the people who directly and indirectly work or supply products and services to us. We directly operate two sites in the UK, Ardo UK Ltd (974319) in Kent and Rosemary & Thyme Ltd (3211003) in Suffolk.

## 21 production, packing & distribution units in 9 countries worldwide



# Strong Stakeholder Relationships

Our objective is to build on our existing strong relationships with our stakeholders to develop partnerships with like minded people and organisations who share Ardo's appreciation for mutual respect and have the capacity to understand and commit to working with our values and ethics.

Ardo obliges its external suppliers to sign a **declaration** as part of the supply contract, stating that the supplier complies with all of the statements contained in the ILO's labour requirements. If required to source raw material from a non-Ardo company we will prioritise the use of **SEDEX** registered suppliers who are made aware of the **Group Ethical Policy** and must sign a **Supplier Partnership Agreement**.

Other Ardo companies who supply the UK will comply with their own national legal requirements regarding the prevention of slavery and human trafficking in their local supply chains.



## OUR SUPPLIERS

Our objective is simple: to create a stable supplier base which is committed to delivering the goods that we require in the manner that we require. Our suppliers must be dedicated, open to change, ethical and must strive for continuous improvement. Ardo's team of **Compliance Managers** located around the globe, guided by our **Group Purchase and Quality departments** visit our suppliers on a regular basis, performing supplier inspections and providing guidance and instruction, to ensure that Ardo's standards are met each and every time. We see our suppliers as an extension of our business and we consider it to be of fundamental importance for our supply partners to ensure that all labour used is treated legally and with respect and dignity. Therefore all suppliers must be **SMETA audited**.

## OUR GROWERS

We place a huge importance on our relationships with our growers. A team of more than **50 agronomists** maintain links with our growers to improve understanding our of shared objectives including our legal and moral commitment to eliminate labour exploitation from our supply chain and create a healthy and safe working environments for everyone.

Ardo and the vast majority of our growers are partners in **Producer Organisations**. These organisations provide the perfect platform to help educate our growers in the potential for their workers to be subject to labour exploitation.

# Supplier Partnership Agreements

Any supplier/grower wishing to work with us must sign our **Supplier Partnership Agreement** which formally commits them to treating their workers in a professional and respectful manner in line with the ILO's conventions and international labour standards, alongside any local employment law.

In the UK our growers and labour suppliers must be fully compliant with the Modern Day Slavery Act 2015 and where appropriate signed up to **Stronger Together**.

# Non-compliance

If a supplier/grower was unwilling to sign our Partnership Agreement we would not enter into a contract with them.

If a supplier/grower was found to be in breach of our agreement/ILO standards we would, depending on the severity of the breach, cease trading with them (subject to contractual agreements) or actively work with them to become compliant within an agreed time frame.

We encourage all workers, whether directly employed by us or not to alert us via their Manager or by contacting us as a "Whistleblower" (if it is safe for them to do so) of any concerns they may have regarding labour exploitation/trafficking.

If workers feel unable to speak to their manager our call our Whistleblowing line then the GLAA helpline number is on posters on our notice boards and on our intranet

# Tackling Modern Slavery – what we have done so far



- Ardo in the UK are committed to the Stronger Together campaign.
- All members of our HR Team have attended training in how to spot and handle possible cases of labour exploitation.
- Our agency worker suppliers are audited twice a year to ensure they are meeting our ethical standards.
- We have completed The Stronger Together Progress Reporting Tool and are currently reviewing the results.
- Rosemary & Thyme were SMETA Audited (4 Pillar)
- All employees have received awareness training.
- Stronger Together multi-lingual information sheets are included in all starter packs.
- A link to the Stronger Together home page can be found on our intranet.
- Raised awareness within Group HR community.
- There is a section on Labour Exploitation in our Employee Handbook.
- Ethical Audit leaflet produced for employees which covers ILO standards and Stronger Together.

Actions 2018/19	Outcomes
Agency Audits	4
HR Training	12 hours
Induction Training	17 employees
Whistleblowing cases	0
SMETA Audit	1

## Tackling Modern Slavery – plans for 2019/20

- All managers to receive refresher training.
- Awareness training for all new colleagues.
- Ardo UK will have a SMETA audit.
- Review and update The Stronger Together Progress Reporting Tool.
- Audit UK temporary worker suppliers twice.
- Stronger Together multi-lingual information sheets to be included in all starter packs.

For further information regarding Ardo's commitment to ethical business:

<https://ardo.com/en>

<https://ardo.com/en/sustainability>

<http://www.ardouk.com/>

