



Modern Slavery Statement, October 2021

Introduction

Volac International Limited ("Volac") is a UK family owned business whose principal business activity is the development, manufacture and supply of Dairy Nutrition products serving the Animal Nutrition and Human Nutrition markets.

Volac (together with its subsidiaries, the "Group", is committed to improving its practices to prevent modern slavery in its business and wider supply chain. This statement sets out the steps we have taken to implement this commitment. We expect the same commitment from our suppliers, contractors and business partners.

Our Organisation and Scope

The Group directly employs approximately 360 staff in 5 locations in the UK.

This is Volac's third statement made under the Modern Slavery Act 2015, Section 54 and covers our wholly owned UK operations for 2021 Financial year.

Our Policy

This statement is complemented by our Code of Conduct and business processes and procedures. We will continue to map and review all of our existing policies to identify and fill in any gaps in terms of human rights, ethics, business conduct and supplier engagement. Our policies, once written are subject to regular review.

Training and Our People

The Head of Procurement is responsible for monitoring of the Policy adherence within our supply chain. Our Procurement Team are trained in Supplier Risk Assessment and processes. Volac is committed to raising awareness and understanding of the issues surrounding modern slavery and human rights on an ongoing basis through our Code of Conduct and the Volac training platform.

Our Supply Chains

Our Group's supply chains are diverse and vary in terms of categories, geographies and supplier engagement. Although we recognise that our level of influence varies across our supply chain we are committed to understanding our supply chain and mitigating modern slavery across all categories using a risk assessment-based approach.

Past 12 months Progress

Product and business critical suppliers are clearly identified within our business systems. Our product critical supply base has been verified as compliant with The Modern Slavery Act 2015 and the requirements of the Act have been embedded into our supplier evaluation processes forming a mandatory part of our new product and business critical suppliers risk assessment. New employees are made aware of our policies and where to find them. Mandatory training of our Code of conduct has taken place of all existing and new employees.

For further information contact

Volac International Ltd., 50 Fishers Lane, Orwell, Royston, Hertfordshire, SG8 5QX, UK.
Tel: +44(0)1223 206807; sales@volac.com; www.volac.com



Our Next Steps

Our priorities for the year ahead are focused on strengthening our approach to identifying and mitigating modern slavery are as follows:

- **Policy** — mapping and reviewing all of our existing policies to identify and fill in any gaps in terms of human rights, ethics and business conduct as well as supplier engagement. Our policies, once written are subject to regular review.
- **Supplier engagement** — collaborating with our product and business critical suppliers to better understand our higher risk supply chains and their approach to modern slavery.
- **Response** – areas of concern will be recorded on the company risk registers and actions taken to mitigate.
- **Awareness** – We will continue to raise awareness of our collective obligation to adhere to The Modern Slavery Act 2015. We will make all employees and suppliers aware of our policy that is located on our website.

We are committed to being open, learning and building in more rigour to our practices over time and reporting on plans, progress and challenges in each year's subsequent statement.

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