



## **Modern Slavery Statement, April 2019**

### **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 during the financial year to implement this commitment. We expect the same commitment from our suppliers, contractors and business partners.

### **Our Organization and Scope**

The Group directly employs approximately 330 staff in 5 locations in the UK.

This is Volac’s second statement made under the Modern Slavery Act 2015, Section 54 and covers our wholly owned UK operations for 2018.

### **Our Policy**

We are committed to developing our *Code of Conduct* which is complemented by our existing *Ethical Trade Policy*. 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.

Our current *Ethical Trade Policy* can be [accessed here](#).

### **Training and Our People**

Our Procurement Team are all introduced to our *Ethical Trade Policy*, Supplier Risk Assessment framework and processes when they join. Members of the Executive Board and the Procurement Department have been through an awareness raising session on the Modern Slavery Act 2015.

We will train key internal roles to raise 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.

### **2018 Progress**

In 2018 we have progressed with communicating the new **Volac Responsible Sourcing Code** and mapping the supply chain back to manufacturing source for all raw materials purchased.

Our current raw material 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.

### **Our Next Steps in 2019**

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.
- **Process** — ensuring stakeholders understand responsibilities and obligations
- **Supplier engagement** — collaborating with our product and business critical suppliers to better understand our higher risk supply chains;
- **Responsible Sourcing Plans** — to be developed for all our strategic or identified high risk raw materials, which will include modern slavery and human rights issues;
- **Capacity Building** — training internally for key roles to raise awareness of the Modern Slavery Act 2015, who it affects and why it matters to Volac and its supply chain processes.

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.

This statement was signed by James Neville, CEO, and approved by the Executive Board in April 2019.



James Neville  
May 2019