

# Swizzels Matlow Limited

## Modern Slavery Act Transparency Statement for the Financial Year ended 31 December 2018

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### Introduction

This Statement sets out the steps that Swizzels Matlow Limited ("Swizzels") has taken pursuant to section 54 of the Modern Slavery Act 2015

Swizzels fully supports the government's objectives to eradicate modern slavery and human trafficking and condemns all forms of slavery, forced labour, human trafficking and commercial exploitation. Swizzels is fully committed to working with its employees, suppliers and customers to ensure that slavery and human trafficking is not taking place within the company's own operations or in any part of its supply chains.

### Organisational Structure

Swizzels is the UK's leading family-owned sugar confectionery manufacturer, employing approximately 600 people across its manufacturing, warehousing and administrative functions which are all located in the United Kingdom.

Our employees are paid at a rate of or higher than the National Living Wage and their contracts and hours of work are in accordance with UK employment legislation and the provisions of the Working Time Regulations.

### Our Supply Chains

Swizzels believes that the greatest risk of slavery and human trafficking is in its purchasing supply chains, where operations are out of its direct control. Many of our suppliers are based in the UK and are therefore regulated by UK legislation with regard to acceptable working procedures, adequate Health and Safety procedures, Working Time Regulations and in compliance with Human Rights legislation. Our due diligence process focuses on suppliers in high risk areas and countries with lower social and environmental standards than in the UK.

### Our Policy

Swizzels is committed to acting ethically and with integrity in all its business dealings and relationships and ensuring that the companies from which it purchases products and services are operating to the same high standards. Swizzels operates a zero tolerance approach to slavery and human trafficking and expects our suppliers to comply with this standard also.

### Due Diligence Processes

All Swizzels' packaging and food ingredients suppliers identified as being high risk are required annually to confirm their compliance with Swizzels' Supplier Code of Conduct ('SCC'). The SCC covers the key principles of the Modern Slavery Act including no forced labour, no slavery and human trafficking, no child labour, safe working conditions, the payment of a living wage and no discrimination or harassment. Swizzels will terminate any contract and cease to do business with suppliers who fail to comply with the policy.

## Training

Swizzels will provide training where necessary for all staff responsible for the management of our supply chain in order to ensure a high level of understanding of the risks of modern slavery and human trafficking and the aims and requirements of the Modern Slavery Act 2015.

The above statement can be found on [www.swizzels.com](http://www.swizzels.com)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved by the Board of Directors of Swizzels Matlow Ltd.

A handwritten signature in black ink that reads "Jeremy Dee". The signature is written in a cursive style with a large, stylized 'D' at the end.

Jeremy Dee  
Managing Director  
Swizzels Matlow Limited