

# Slavery and Human Trafficking Statement

A family-owned Group serving customers globally, Roquette is a leader in speciality food ingredients and pharmaceutical excipients. The products and solutions developed by the Group deliver proven technological, nutritional and health benefits precisely tailored to the pharma, nutrition, food and selected industry markets. At its UK base in Corby, Northamptonshire, Roquette manufactures a range of starches, proteins and sugars from locally grown wheat using a modern production facility.

## Code of Conduct

Roquette is dedicated to treating anyone working within its organisation with respect and to providing the conditions for everyone to maintain dignity. We have previously published our Ethics Charter and followed this up with a Code of Conduct for all employees laying out in detail our expectations for behavior in all of the relationships that make up our business.

The Code of Conduct is explained to all new employees, highlighted in regular site meetings and is the subject of staff training to reinforce each of the elements: Legal Compliance, Working Conditions, Environmental Protection, Conflicts of Interest and the Fight against Corruption, Business Practices, Company Asset Protection and Financial Integrity.

Roquette provides confidential and anonymous reporting structures utilising current technology to allow all shareholders to identify any issues they are concerned about.

We are also a member of SEDEX (Supplier Ethical Data Exchange) an organisation intended for companies whose aim is to improve their ethical performance within their production and distribution lines. The membership is translated by the feeding of an information exchange platform on social responsibility and performance, and by ethical audits.

## Managing the Supply Chain

In order to convey its expectations to the supply chain Roquette has created a Supplier Code of Conduct to give guidelines for any supplier (service provider, subcontractor, consultant, agent, or other supplier of goods and services, etc.) current or future. Its objective is to formulate rules concerning the business activities and interactions with the employees of the Roquette Group. These business practices must be conducted in full compliance with the applicable laws and are subject to the principles of integrity and honesty.

This code is based on the Universal Declaration of Human rights, the principles of the UN Global Compact, the general principles of the International Labor Organization, as well as the Roquette Ethics Charter and Code of Conduct. It is not a substitute for the different regulations, standards and applicable laws in the different countries. Each supplier commits to respect the laws and regulations of the countries in which it exercises its business activity.

In accepting this code, the supplier commits to ensure that all business relations and all agreements with Roquette, existing and future, respect the requirements listed herein. The Roquette supplier must communicate this Code of Conduct to everyone in its company so that all the employees involved in activities with Roquette have been made fully aware.

Not all situations, to which Roquette and its supplier may be confronted, in the exercise of their activities, can be anticipated in this code. For any case not mentioned herein, the Roquette supplier must always behave in an ethical and professional manner.

The business at Corby is a year round operation with no requirement for seasonal workers or suppliers and as such we look to build long standing relationships with key partners and this gives us the opportunity to develop open and honest relationships.

## TRAINING AND RAISING AWARENESS

During 2019 – 2020 Roquette UK will introduce a mandatory training course for Key Staff, Management teams and supervisors designed to raise awareness of

- hidden labour exploitation
- preventative measures
- ways to report and tackle it

The training will be delivered via Roquette's e-learning system and followed by a comprehensive and informative poster campaign across the business in order to build awareness of Modern Slavery within Supply Chains and give guidance on how to report suspected acts of misconduct.

This Statement is made in line with section 54(1) of the Modern Slavery Act 2015 and has been approved by the Board of Directors of Roquette UK Limited.

Nigel Streatfield



Managing Director  
Roquette UK  
31 March 2019