



Modern Slavery Statement

The Treatt Group ('Treatt' or the 'Group') is committed to ethical business practices and policies that protect workers from abuse and exploitation and to eliminating acts of modern slavery within our business and that of our supply chains. The Group acknowledges its responsibilities under the Modern Slavery Act 2015 in preventing modern slavery and ensuring transparency within the organisation and with suppliers of goods and services to the Group.

Our Business

Treatt is one of the world's longest established ingredient solutions providers to the flavour, fragrance and personal care industries. Our products and solutions range from ingredients for the flavour and fragrance industry such as essential oils – especially citrus, aroma chemicals, and specialty products developed by Treatt, to functional ingredient ranges such as wellness and beverage specialties. We supply a diverse client portfolio including many leading flavour & fragrance manufacturers, as well as FMCG companies. Our products are found in a myriad of consumer goods worldwide, from beverages and food products to perfumery and household goods.

Our vast product portfolio requires us to source natural raw materials from all over the world, building relationships with our suppliers that range from large multi-national organisations to small producers and farmers, operating in very different conditions and facing a variety of challenges. We recognise that some countries within our supply chain may present an increased risk of modern slavery.

Our Policies

Treatt recognises that our people are fundamental to our business. Where we employ people we meet the requirements defined by the [Ethical Trading Initiative Base Code](#) concerning best practice with regard to social accountability.

Treatt is a member of Sedex, the Supplier Ethical Data Exchange, which is a not for profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains. We are regularly audited by Sedex on our policies, procedures and practices, giving our customers assurance that we meet the requirements of the ETI base code.

Integrity is important to us. All employees are aware that integrity is a key value at Treatt and we encourage our suppliers to apply the same principles. We recruit our people through direct advertising and only use reputable recruitment agencies for permanent and temporary employees, employed by Treatt; we rarely use agency staff, but if there is occasion to do so we ensure that those assigned to us are vetted. We are committed to ensuring that all our people receive fair remuneration for the job they perform. Our employment policies ensure that there are fair and transparent systems in place for staff to raise concerns and have access to a confidential whistleblowing process, should the need arise.

Our Supply Chain

As part of our due diligence process, suppliers of our raw materials are required to complete a self-evaluation questionnaire, which not only evaluates their manufacturing systems and controls but also the facilities they provide for their staff. All suppliers are required to resubmit the self-evaluation questionnaire every three years to ensure that we they continue to be a supplier with whom we wish to work.

Treatt has a large number of suppliers located in over 45 countries; though it is impossible to audit them all we take a risk management approach to ethical procurement. The Group will not support or deal with any business knowingly involved in modern slavery.

Actions Taken During The Year

Last year we introduced a [Supplier Code of Conduct](#) the 'Code', which includes, provisions in respect of modern slavery and human rights and requires that, as a minimum standard, suppliers comply with the requirements of the Ethical Trading Initiative Base Code.

The Code, which is published on our website, forms part of the raw material supplier evaluation process and the approval of any new supplier will be subject to their acknowledgement that they materially comply with the provisions of the Code. During the year we continued to seek outstanding signed declarations, acknowledging compliance with the Code provisions, from existing raw material suppliers. In addition, the Code has now been sent to suppliers of other goods and services provided to the Group to ensure that all suppliers understand the ethical standards we require of them, including those in respect of modern slavery.

Supplier visits are an important part of our procurement strategy, enabling us to gain a thorough understanding of the raw materials we purchase and to build sustainable supplier relationships. Additionally, they provide an opportunity to evaluate the integrity of our suppliers, enabling us to see how they operate and to assure ourselves that they respect human rights and run their businesses within an ethical framework, which is consistent with our values and our Supplier Code of Conduct. In the 2017/18 financial year our team increased the number of visits undertaken, visiting 52 suppliers in countries including Argentina, Brazil, Peru and China.

During the year an Anti-Slavery and Human Trafficking Policy was drafted, which will apply to all those who work for the Treatt Group. It was approved by the Board post year end and will be rolled out across the Group in the current financial year, with appropriate training.

Our Commitment

We are not aware of any slavery or human trafficking taking place in our business or supply chain and we shall continue to apply appropriate due diligence to comply with the Modern Slavery Act.

This statement is made on behalf of Treatt Plc and its subsidiaries pursuant to s54(1) of the Modern Slavery Act 2015 for our financial year ended 30 September 2018. It has been approved by the Board of Treatt Plc and will be reviewed and updated annually.

A handwritten signature in black ink, appearing to read 'T. Jones', with a long horizontal line extending to the right.

Tim Jones
Chairman

23 November 2018