



Slavery & Human Trafficking 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 and human trafficking 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 a manufacturer and supplier of innovative ingredient solutions for the flavour, fragrance, beverage and consumer products industries. Our products and solutions range from ingredients for the flavour and fragrance industry such as essential oils, 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 and human trafficking.

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. The answers provided in the self-evaluation questionnaire are used to determine their suitability as a supplier to Treatt. All suppliers are required to resubmit the self-evaluation questionnaire every three years to ensure that 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 or human trafficking.

Actions Taken During The Year

An Anti-Slavery and Human Trafficking Policy, approved by the Board on 23 October 2018, was rolled out across the Group to all staff, who were also required to watch a training video to heighten awareness of the risks.

In December 2018 we added a section covering modern slavery to the raw material supplier self-evaluation questionnaire, in order to determine a supplier's approach to this risk. As well as answering a number of questions, they are required to upload their Anti-slavery and Whistleblowing policies. The answers to these questions will form part of the determination of their suitability as a supplier.

In 2017 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 declarations, acknowledging compliance with the Code provisions, from those supplying the Group with goods and services. The Code states that, in the event of non-compliance, we reserve the right to request remedial action or terminate contracts with those suppliers who do not comply with the standards of the Code.

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 2018/19 financial year our team visited 32 suppliers in countries including Brazil and Peru.

During the year we introduced a Modern Slavery Questionnaire to be completed by a member of the procurement team on raw material supplier visits. It encourages awareness of slavery and the need to look for signs of it during visits, whilst also seeking to establish how seriously suppliers treat the risk.

We have further enhanced our due diligence questionnaire, used in the appointment of agents, or those who will have close working relationships with Treatt, to include modern slavery.

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, R C Treatt & Co Limited and Treatt USA Inc, pursuant to s54(1) of the Modern Slavery Act 2015 for our financial year ended 30 September 2019. It has been approved by the Board of Treatt Plc and will be reviewed and updated annually.



Tim Jones
Chairman

22 November 2019