



## 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](#) ('ETI 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, all 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 and contractual conditions they provide for their workers, access for their workers to a whistleblowing policy and their policies in respect modern slavery in their own organisation and within the supply chain. The answers provided in the self-evaluation questionnaire are used to determine their suitability as a supplier to Treatt. In addition to completing the questionnaire, they are required to provide their Anti-slavery and Whistleblowing policies. 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**

Our Anti-Slavery and Human Trafficking Policy was reviewed by the Board and amended to require that all staff undertake training at two yearly intervals. With initial training having taken place in 2018, refresher training will take place by the end of December 2020.

Certain sectors present a higher risk of modern slavery and the construction industry is one of those. All contractors engaged by Treatt on the construction and fit out of our new UK Headquarters, which is due for completion in 2021, have been required to sign contracts that include modern slavery provisions. These provisions require contractors to take appropriate steps to eliminate modern slavery and to provide a process for workers to express grievances or concerns without reprisal. They also give us the right to terminate contracts where there is involvement in conduct that contravenes anti-slavery legalisation.

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 ETI 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. COVID-19 has prevented us visiting as many suppliers as we usually do during the year, with our teams being unable to travel internationally. In the 2019/20 financial year our team has held visits with 14 suppliers within Florida and the UK.

### **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 2020. 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 'Tim Jones', with a long horizontal line extending to the right.

Tim Jones  
Chairman

20 November 2020