

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Introduction**

We are committed to improving our practices to combat slavery and human trafficking.

We are committed to ensuring that both us as a company & our suppliers continue to develop our practices to combat slavery and human trafficking.

As members of Sedex we adhere to and apply their codes of practice which cover slavery and human trafficking.

### **Organisation's structure**

The Kerfoot Group manufacturer and provide oil for the Food and Cosmetics industry. Our ultimate parent company is The Avril Group. The Avril Group has its head office in Paris, France. The Group has over 7,500 employees worldwide and operate in over seven different countries.

### **Our business**

We supply oil to be used in food manufacturing, cooking and food service industry from 5 lt drums to road tankers dependant on the end use. As well as oil's for food we supply oil for cosmetic and pharmaceutical purposes including waxes, butters, soap basis and essential oils. Some of our oils can also be used for technical purposes such as lubrication and adhesives.

### **Our supply chains**

Our supply chains include manufacturers and refiners of oil for food manufacturing and cooking along with cosmetic and personal care uses and some technical applications and the associated bottling and storage methods relevant to the industry. They are predominantly based in Europe but we have suppliers in over 40 countries.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Follow the link to our approach encompassing our ethos towards doing business and social standards.  
<http://www.kerfootgroup.co.uk/our-approach/its-incredible>

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk all our suppliers are required to complete an extensive questionnaire and be prepared to be audited in order to ensure amongst other things that they are compliant with the details supplied via the questionnaire and their practices stand up to inspection. We visit our suppliers both national and international based on a program of risk assessment.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.

- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

#### **Supplier adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we have in place a supply chain compliance programme. This consists of supplier meetings pre and post approval, approval questionnaires and audits.

Involved in this compliance process, managed by our Technical Division are the following departments:

- Technical and Quality
- Human resources
- Procurement
- Commercial
- Operations

#### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff involved in this process.

#### **Further steps**

We will continue to review our effectiveness at identifying and combatting slavery or human trafficking in our supply chains as part of an annual rolling program.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2016.



Sarah Stokes, HR Director.

The Kerfoot Group

Date: May 2018