



Modern Slavery Prevention Statement for the financial year 2021 - 2022

Wyke Farms Ltd.'s Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and with respect to human rights. We have implemented systems and controls, to prevent modern slavery and human trafficking or labour exploitation anywhere in our company or in our supply chains and service providers. We endorse and adhere to the Ethical Trading Initiative Base Code, and we are committed to all the legal requirements of The Modern Slavery Act 2015. This statement is supported by the Board of Directors, and the company as a whole. It is reviewed in every financial year (1st April to 31st March) and can be viewed from a link on the home page of our company website. Our statements are submitted to the Home Office registry.

Our Business Structure

Wyke Farms Ltd manufactures cheese, butter and liquid dairy products at the Head Office at Bruton, which also oversees operations of our Anaerobic Digester Plant. Cheese is matured and stored at our Wincanton site, from where it is cut, packed and distributed. As well as owning 2 local dairy farms, Wyke has contracts with other local farms and buys additional milk and cream.

Our Company - Due Diligence.

Wyke Farms Ltd has two designated Anti-Slavery Officers, based in Bruton and Wincanton respectively. We make appropriate checks on all employees and recruitment agencies to know who is working for, or on behalf of us. We ensure that employees are entitled to work in the UK, have the suitable documentation, that working hours are agreed and fair, and that wages paid. All sites (Bruton / Lamyatt, and Wincanton) are members of SEDEX. We welcome and co-operate with SMETA audits.

Milk Procurement - Due Diligence.

We have contracts with approximately 120 dedicated dairy farms within the UK, the majority of which are based in the Southwest. The Milk Procurement team, is in close contact with all our supplying farms on a regular basis, including farm visits at least annually. Online training provides information for key staff regarding the relevance of Modern Slavery prevention issues and how to spot potential signs.

Every supplying farm must adhere to the Red Tractor Dairy Assurance Scheme standards, which contains a specific requirement that, where labour providers are used to supply temporary or permanent staff, a Gangmasters Licence must be held. External auditors visit each farm frequently to monitor conditions.

Our Suppliers / External Service Providers - Due Diligence and Risk Assessment.

Wyke Farms understands the importance of having a comprehensive understanding of our supply chains, and actively encourages transparency in them. Suppliers of goods and services to Wyke Farms are requested to supply us with a copy of their anti-slavery policy and statement as applicable, along with any other ethical policies they follow, with priority given to first tier suppliers. They are expected to comply with the ETI Base Code.



REGISTRATION NUMBER: 751654

WYKE FARMS

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We ensure that suppliers / service providers engage in open communication with Wyke regarding modern slavery and human exploitation prevention strategies within their own company and their supply chains. Such communication is in place and is ongoing.

Supplier Questionnaires are sent out, and a supplementary questionnaire provides further information about their modern slavery prevention checks. It is a requirement that suppliers assess their business and supply chains and confirm that they comply with their legal obligations, in relation to The Modern Slavery Act 2015. They are required to show their commitment to ensuring there is no slavery, forced labour, servitude, child labour or human trafficking taking place in their business, or their supply chains.

Wyke Farms Ltd. conducts risk assessments on new and existing suppliers. Our checks prioritise the suppliers which have the most impact on our business. Milk, other ingredients and primary packaging suppliers are checked most frequently against success criteria. Any concerns or lack of information is reported to the Anti-Slavery Officers for further investigation. Findings are fed back to senior management through quarterly Management Review Meetings. If a supplier is found to have slavery or human-trafficking in their business, or knowingly in their supply chain, the company will terminate the contract with them.

Key Performance Indicators: -

- Receiving assurances that suppliers / service providers support the principles of the ETI Base Code. Assurances have been received.
- Receiving no reports from employees, the public, external whistle-blower hotline or law enforcement agencies that indicate that modern slavery practises have been identified. No reports have been received.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, external training is available, some of which is led by the Stronger Together initiative. Learning from such training is communicated within the company as applicable. We are also using the online training platform iHASCO, which is available to all staff. An increasing number of staff have completed the iHASCO training course.

We encourage open and honest communication throughout our supply chains. We offer suppliers further information on issues surrounding modern slavery prevention, to support their own training, such as spotting the signs of modern slavery within their own business.



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Objectives for this financial year (April 2022 to 2023): -

1. To develop the way we monitor suppliers and external service providers' compliance with the ETI Base Code.
2. To invest in further modern slavery training for key staff within the business, especially those working with our supply chain.
3. To increase inhouse online modern slavery training uptake to 90%.

Associated Policies

Other Wyke Farms policies and statements that are relevant to this one, are available on request, include: -

- Confidential Reporting (Whistleblower) Procedure
- Human Rights Statement
- Policy for Social Accountability

Modern slavery statements from previous financial years are archived for reference on our website, and the company is proud to be improving our modern slavery prevention and ethical considerations year on year.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Wyke Farms Ltd.'s slavery and human trafficking statement for the financial year 2021- 2022. We review this statement in every financial year.

Signed on behalf of the Board of Directors by: -

Name: R. W. Clothier

Name: T. Clothier

Signature:

Signature:

Position: Managing Director

Position: Production Director / Renewable Energy Director

Date: 14th September 2022

Date: 14th September 2022



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