



## **GRUMA/MISSION FOODS MODERN SLAVERY STATEMENT**

### ***Our Business and Organisation***

As an international food manufacturer with operations in the UK, the Netherlands, Russia, Spain, Italy, Turkey and the Ukraine, the Gruma EMEA division has a global supply chain and recognises that we have an important role to play in the fight against any form of slavery or human trafficking. We take a zero tolerance approach and are continually taking steps to identify high risk areas in these supply chains.

This statement is made pursuant the Modern Slavery Act 2015 and sets out the steps that Gruma UK (being Gruma Europe Limited and Gruma Seaham Limited (trading as Mission Foods)) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.

The organisation is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. The steps taken by Gruma UK will be rolled out across the rest of the Gruma EMEA division as required to comply with the Modern Slavery Act.

### ***Our Internal Processes and Policies to prevent Slavery and Human Trafficking***

Consistent with the principles set forth in our Employee Code of Conduct, we prohibit forced labour, child labour, and discrimination. We also operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner, including:

1. *Modern Slavery (Employees) Procedure.* This sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help. Training on this is included in the organisation's induction programme.
2. *Recruitment.* The organisation operates a robust recruitment policy, including conducting eligibility checks to work in the UK for all employees to safeguard against human trafficking or individuals being forced to work against their will. We will not use any individual or organisation to source and supply workers which uses practices of forced labour, human trafficking for labour exploitation, payment for work-finding services or any work-related exploitation.
3. *Whistleblowing policy.* The organisation operates a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. *Registration with Stronger Together.*



### ***Our Supply Chain***

The organisation conducts due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

As part of our ongoing work to develop long-term measures to prevent modern slavery and human trafficking, Gruma UK has taken the following steps:

1. Established a Working Group to oversee the management of the requirements of the Modern Slavery Act 2015, including representatives from the Purchasing, Technical & HR departments.
2. Written a Modern Slavery (Raw Materials) Procedure to be followed with all suppliers, incorporating information from The Global Slavery Index & SEDEX.
3. Drawn up a formal risk assessment spreadsheet to assess the risks and mitigating factors of all suppliers of raw materials.
4. Established an Ethical Trading Policy, which has been based around internationally recognised code of labour practices, to mitigate the risk of labour exploitation throughout the supply chain.

In addition, we engage in verification and audit activities to regularly review existing suppliers and identify, assess and manage the risk of slavery and human trafficking in our supply chain. As part of our standard contractual terms, we require all suppliers to give express warranties that they will operate according to ethical business practices.

### ***Going Forward***

We recognise that tackling the issue of modern slavery is an ongoing process and that remaining vigilant to identify risks is key and to this end, Gruma EMEA will continue the risk mapping exercise that it started in 2016 and commits to annually reviewing its supply chains and its procedures for identifying the risk indicators of modern slavery.

### ***Approval for this statement on behalf of Gruma Europe Limited and Gruma Seaham Limited***

Director's Name: Rodolfo Maldonado

Director's Signature:

A handwritten signature in blue ink, appearing to read 'R. Maldonado'.

Date: June 26, 2017