



GRUMA/MISSION FOODS MODERN SLAVERY STATEMENT 2018

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 Seaham Limited (trading as Mission Foods) (Gruma UK) 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.
5. Completed the development of a database in order to check that all suppliers are Sedex compliant and are compliant with the Modern Slavery Act.

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

Gruma EMEA will continue the risk mapping exercise and commits to annually reviewing its supply chains and its procedures for identifying the risk indicators of modern slavery.

During the next year, Gruma EMEA intends to:

1. Develop an action plan to mitigate supply chain risks as flagged from the supply chain mapping exercise.
2. Extend the activities undertaken in the UK to its operations in Spain and the Netherlands



Approval for this statement on behalf of Gruma Seaham Limited

Director's Name: Rodolfo Maldonado

Director's Signature: R. Maldonado

Date: 12 JULY 2018