



## Modern Slavery Prevention Statement 2018-19

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 human 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 at the highest levels of Senior Management, is reviewed in every financial year (1<sup>st</sup> April to 31<sup>st</sup> March) and can be viewed from a link on the home page of our company website.

### Our Business Structure

Wyke Farms Ltd manufactures cheese, butter and liquid dairy products at the Head Office Site in Wyke Champflower, (Bruton/ Lamyatt), 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 3 local dairy farms, Wyke has contracts with other local dairy farms and buys additional milk and cream on the spot market.

### Our Company - Due Diligence.

Wyke Farms Ltd has two designated Anti-Slavery Officers, based in Bruton and Wincanton respectively. Wyke Farms Ltd. makes 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 received through official means. Both sites (Bruton / Lamyatt, and Wincanton) are members of Sedex. We welcome and co-operate with SMETA audits.

### Milk Procurement - Due Diligence.

We have approximately 120 dedicated dairy farms within the UK, the majority of which are based in the South West. The Milk Procurement team is in close contact with all of our supplying farms on a regular basis, including through farm visits at least annually. During farm visits.

Every supplying farm must adhere to the Red Tractor Dairy Assurance Scheme standards, which contains a specific standard 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, 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 endorse. 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 or servitude, child labour or human trafficking taking place in their business, or any of their supply chains.



REGISTRATION NUMBER: 751654

#### WYKE FARMS

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Wyke Farms Ltd. Conducts risk assessments on new and existing suppliers. Our checks prioritise the activities where our business can have the most impact. This extends to our supply chains, where 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.

#### Our Performance Indicators: -

- Ensuring 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.
- Receiving assurances that suppliers / service providers support the principles of the ETI Base Code.
- Receiving no reports from employees, the public or law enforcement agencies that to indicate that modern slavery practises have been identified.

#### 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. External training is also received, some of which is led by the Stronger Together Initiative. Learning from such training is communicated through the company as applicable.

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

#### Objectives for this financial year: -

- To communicate Wyke's expectations of compliance with the ETI Base Code with our suppliers / external service providers in a more consistent way.
- To feedback progress of supplier checks to senior management through management reviews.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Wyke's slavery and human trafficking statement for the financial year 2018- 2019. We review this statement in every financial year.

Signed by Director:

Name:

Position:

Managing Director

Date:

1st April 2019.



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