

## Organix Slavery & Human Trafficking Statement

Organix is a baby and toddler food company based in the UK.

Organix foods are found in all major retailers in the UK and exported to many countries around the world.

Our office is based in Bournemouth, Dorset with a team of 56 people that cover, Marketing; Brand, Communications and Social media, Food design and development, Operations; Supply Chain and Procurement, Sales and Category, Technical, Quality and Consumer Care, HR and Finance. Organix manufactures its products via its supply chains that are located in the following countries: USA, Turkey, France, Germany, Ireland, Switzerland, Austria, Belgium, Italy and the UK, and outsources logistics and warehousing to a distribution centre in Leicestershire, UK. We do not directly manufacture any food ourselves.

Organix is part of the Hero Ag group that is headquartered in Switzerland.

### Our policies in relation to slavery and human trafficking

Organix (as part of the Hero Group) fundamental business principle is to create long-term success for our owners, to be sustainable, and ultimately create value for society. We want to offer healthy, nutritious, safe, and high quality products to our consumers. We will do this whilst applying fair practices in terms of human rights, non-discrimination, child labor, forced and compulsory labor, rights of association, anti-corruption, anti-competitive behavior as defined by the United Nations Global Compact (UNGC) and the International Labour Organization (ILO). We act with integrity, loyalty, honesty, and in full compliance with all applicable laws.

We expect our suppliers and partners to implement their own policies in accordance with these principles and require our employees around the world to uphold and live this commitment every day.

We take great care to build open, long term, sustainable and honest relationships with our supply partners, to enable us to have a clear view of our supply chain so that any issues can be highlighted and addressed and resolved jointly to eliminate any risk to all parties involved in the manufacture of Organix foods. That way their livelihoods, welfare and businesses are also sustainable for future generations.

### Due diligence

Organix are members of the Supplier Ethical Data Exchange (SEDEX), a not-for-profit organisation dedicated to responsible and ethical business practices. SEDEX has more than 21,000 members in more than 150 countries. To ensure compliance with our ethical standards we ask all our direct suppliers to confirm their agreement to these ethical standards and they are also required to join SEDEX and to sign up to our group code of conduct. This code of conduct covers areas such as Human Rights and forced labour as described above.

Our code of conduct can be found here: <http://www.sedexglobal.com/hero-group-code-of-conduct/>.



## Assessment

The SEDEX Self – Assessment Questionnaire provides indicators of management systems, legislative gaps or forced or bonded labour (such as holding of identity documents, wage deductions made, etc.). We ensure these are up to date and risk assessed regularly. Where applicable, additional steps would be taken such as initiating 3<sup>rd</sup> party SMETA Audits (SEDEX Members Ethical Trade Audit).

We continue to ensure that our direct supply partners, who are manufacturing our food, are maintaining their membership of SEDEX. Maintaining SEDEX membership has now been added to the supply partners monthly KPIs. The KPI's are reviewed in detail with suppliers at quarterly and annual reviews. We extended the membership of SEDEX in 2017 to encompass additional 3<sup>rd</sup> party services. Howard Tenens, our warehousing and distribution provider in the UK are now linked to SEDEX.

## Regular reviews

Organix team members visit our suppliers at a frequency determined by risk, to review and audit their factories against food safety standards. In the event a physical audit is not possible due to exceptional circumstance eg: COVID-19, then either a virtual audit is arranged, or re-audit frequency is assessed and agreed with Head of Quality.

Any concerns or potential evidence of slavery or untoward practices will be raised immediately within Organix.

In addition, all our manufacturing suppliers are 3<sup>rd</sup> party accredited to international GFSI level. Some of these businesses are also certified via recognised Ethical Trading standards.

## Training

To further ensure compliance with this act, the teams responsible for direct supplier engagement are made aware of this act and statement, our responsibilities, and the code of conduct which is how we do business.

Organix publish detailed sustainability reports “Making Things Better”. We compiled this report versus GRI Core principles, the gold standard in sustainability reporting. Within this framework and report we provide clear visibility and evidence of our sustainable, as well as ethical practices and our clear goals to continue to further improve.

## Highlighting Ethical Non-conformances

Where concerns are identified either via audits, data analysis or physical visits in relation to any of this statement or perceived wrong doings, an Organix employee can raise their concerns via the whistleblowing policy with the senior management responsible for ethical trade standards (Head of HR, Head of Plan & Deliver UK and Procurement Manager).

Signed By:

Position: Managing Director



Date: June 2021

Review Date: June 2022

