



Human Rights and Modern Slavery Statement

KP Snacks is the UK's number one manufacturer of nuts and number two manufacturer of bagged snacks. We make some of Britain's most iconic snack brands including McCoy's, Hula Hoops, KP Nuts and POM-BEAR. We also produce many fantastic products for the UK's leading retailers. We are proud that millions of people enjoy our snacks, every day.

Our mission is to be the chosen nuts and snacks partner, enriching lives every day. We therefore take great care in operating our business and in selecting our business partners and suppliers.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, forced labour and human trafficking. KP Snacks adopts a zero-tolerance approach to modern slavery, and is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our own business or in our supply chains (our "**MSA Commitment**").

To help ensure this, KP Snacks has taken the following actions:

- In 2016 the KP Board initiated a senior group of leaders of the business to form a steering committee so as to advance our MSA Commitment. The committee is attended by representatives from HR, Legal, Commercial, Supply Chain, Procurement and Public Affairs. The committee meets at least quarterly to review and monitor progress in preventing labour exploitation in KP's sites and within our supply chain.
- We have developed a policy on Preventing Modern Slavery, which has been shared with all KP colleagues and is available on our intranet site (our "**Policy**").
- We are using the Stronger Together tools and have completed the Employer Progress Questionnaire for all our sites. Completing the survey has helped us to identify our key next steps (see below).
- We identified appropriate people within KP Snacks, including recruiters, who have attended Stronger Together training to identify signs of modern slavery and human trafficking within our business and ensuring procedures are in place for reviewing progress to prevent it at our sites.
- We have begun an awareness campaign across all KP sites, encouraging colleagues and agency workers to report any causes of concern regarding labour exploitation they may observe or experience by contacting HR or calling the KP Whistleblowing hotline.
- The products we sell are sourced from a broad range of suppliers – both national and international. As part of the Intersnack Group, KP works with Intersnack's Procurement Department to continually improve the transparency and traceability of the supply chain for



all our products and to ensure that workers' human rights are protected. We invest in partnerships to build the capacity of our producers and their communities around the world.

- We use the Supplier Ethical Data Exchange (SEDEX) risk assessment tool and the Ethical Trading Initiative (ETI) code of conduct to audit our suppliers. Our ethical audits cover: working hours, labour practices, working conditions, health and safety, environment, supply chain management and wages.
- We had a dedicated modern slavery meeting with our agency labour provider who have well established policies and practices in this area.

Next steps:

- We have a significant number of direct and indirect suppliers who provide various goods and services to KP Snacks. We will do some further targeted risk assessments that will allow us to prioritise initially those suppliers that we perceive potentially to have a higher risk of exposure to modern slavery, and will assess their policies and practices in line with our Policy and decide what, if any action, we need to take. Where issues are identified we will work with our suppliers to remove risks as far as possible.
- A second round of Stronger Together training has been organised for managers at our factory sites in the summer of 2017 and we will also train our gatehouse security staff.
- We will include modern slavery as an agenda item at meetings with union reps from all our sites twice a year.
- This Statement will be updated and published on KP's website each year, to highlight progress made and upcoming focus areas.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2016.

A handwritten signature in blue ink, appearing to read 'Mark Thorpe', is written over a blue oval-shaped line that underlines the name.

Mark Thorpe
Chief Executive Officer and Managing Director, Operations
KP Snacks Limited

Signed on behalf of the Board of Directors of KP Snacks Ltd, who have read and authorised publication of this statement.