



Heygate & Sons Limited  
(the "Company")

Slavery and Human Trafficking Statement

## **Introduction**

Slavery and human trafficking remains a hidden blight on our global society. As a responsible corporate citizen, Heygates take this issue seriously and recognises that all its people need to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

This statement sets out the steps that Heygates take to try and ensure that there is no slavery or human trafficking in its business or supply chain and relates to the 1 April 2020 to 31 March 2021 financial year.

## **Organisation's Structure**

The Heygate Group with Heygates & Sons Limited as its parent company comprises of 8 companies, Heygates Limited, The Heygate Engineering Company Limited, Fine Lady Bakeries Limited, Millstream Investments Limited, Heygate Grain Limited, County Pride Limited, Heygate Farms Swaffham Limited, Heygates Country Feeds Limited

The group has its head office in the UK and all trading outlets are in the UK.

## **Our Business**

The group operation comprises 4 main business segments, Flour milling, provender milling, baking and agriculture, all of which are carried out within the UK.

The group has an annual turnover in excess of £260m and currently has over 1000 employees.

## **Our Supply Chains**

Our supply chains include the sourcing of raw materials principally related to the provision of flour, bread and morning goods, and animal feed.

## **Our Policies on Slavery and Human Trafficking**

We remain committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our core principles ensure that we are committed to acting ethically and with integrity in all of our business relationships. We implement and enforce effective systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our supply chains.

## **Due Diligence Process for Slavery and Human Trafficking**

As part of our continuing initiative to identify and mitigate risk–

- Where possible we build long standing relationships with local suppliers and customers and make clear our expectations of ethical business behaviour;
- With regard to our national and international supply chains, our point contact is preferably with a known UK company or branch and we expect these suppliers to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the food

supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical or proportionate for us (and every other participant in the chain) to have direct relationships with all links and suppliers in the supply chain.

- We have in place systems to encourage the reporting of concerns and the protection of whistleblowers.
- We are required by some of our own customers to follow their processes/procedures relating to ethical trading.

### **Supplier Adherence to Our Values**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

The Board are responsible for compliance in their respective departments and their relationships with their suppliers.

### **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 all relevant members of staff. All Directors have been briefed on the subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year

A handwritten signature in black ink that reads "Stephen Chia". The signature is written in a cursive, flowing style.

S Chia  
Director