

## **Modern Slavery statement for financial year 2019/2020**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Barentz International and its affiliates (Barentz) have taken and are continuing to follow to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Barentz has a zero tolerance approach to any form of modern slavery. We are 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.

### Our business

Barentz is a Distributor of products for the Pharmaceutical, Personal Care, Human Food and Animal Nutrition industry sectors. Our Head Office is based in The Netherlands.

### Our Suppliers

We have considered risks within our business as a Distributor and through our TACCP, VACCP, HACCP (Thread, Vulnerability and Hazard Analysis Critical Control Point) process have identified that our choice of partnership with third party suppliers is crucial to assuring our position as a leading Distributor.

To this end, we have developed systems to ensure that Barentz represents leading, well-known manufacturers within the Pharmaceutical, Personal Care, Human Food and Animal Industry sectors.

Barentz has in place an Approved Suppliers list for each of the industries in which we operate. Approval of a Supplier of product is in accordance with our due diligence as a business as well as the Corporate Procedures for selection of ingredients partners and which may include that the Supplier:

- is "ISO9001" approved and the scope of their approval is appropriate
- holds a GMP certificate issued by a EU competent authority (Pharma)
- has FDA approval / works to current Good Manufacturing Practices (Pharma)
- has a GFSI recognised, certified Food Safety Management in place (Food)
- is approved to a scheme recognised by GMP+ and the scope of their approval is appropriate (Animal Nutrition)
- is Responsibly Sourced Palm Oil (RSPO), Organic certified as required by the markets in which we operate
- has completed a questionnaire which has been reviewed and approved by the Quality & Regulatory Director
- has been audited by an authorised Barentz auditor or an appropriately qualified person and the audit report has been approved by the Quality & Regulatory Director
- has been previously approved as a Supplier by Barentz and has shown their ability to provide acceptable product on the basis of test or previous purchases

### Local warehousing and Distribution

Barentz operates a comprehensive and transparent Supply Chain network. Warehouse and Distribution partners are initially assessed for suitability, ability to provide the expected standards and continually monitored by our Quality & Regulatory and Supply Chain teams to ensure both quality standards and performance are optimised. Barentz is confident that through our choice of outsourced logistics we are able to offer a robust and reliable service ensuring that third party suppliers can conform with the relevant Codes of Practice, legislation, or competent regulatory agencies as necessary.

### Sedex

Barentz is a B member of SEDEX (Supplier Ethical Data Exchange) : membership number ZC1027745 SEDEX is the largest collaborative online platform for sharing and viewing information on labour standards, health and safety, ethical supply chain data, the environment and business ethics.

Barentz neither engages in nor supports the use of forced, bonded or involuntary labour or child labour. As such, Barentz complies with the standards of the International Labour Organisation and the minimum age requirements in all countries in which Barentz conducts business. Barentz ensures that its employees work in a safe environment and complies with applicable local regulations with regards to the work environment, working hours and working conditions.

As a member of SEDEX Barentz' aim is to promote transparency and confidence in our business.

### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, our Suppliers of product or service, our Customers, competent regulatory agencies, any other applicable interested parties or through on-going inspections and audits of our quality systems to indicate that modern slavery practices have been identified.

### Approval

This statement has been approved by:

Name: Henk Jan Schuurin

Position: Director of Quality & Regulatory Affairs

Signature:



Date: 11-11-2019