

Dale Farm Ltd Modern Slavery Statement

Introduction

Dale Farm is committed to eliminating the risk of modern slavery and human trafficking throughout the business operations and the supply chain and we are also committed to acting ethically and with integrity in all our business operations and relationships.

Dale Farm Business

Dale Farm is Northern Ireland's leading dairy company owned by a cooperative of 1,300 dairy farmers and employing more than 1,100 people across our manufacturing facilities in Northern Ireland, England, Scotland and Wales. We are proud of our heritage and our extensive range of products including milk, cream, cheese, yogurt, ice cream butters and spreads, available worldwide.

Our Commitment

In keeping with the United Nations' Guiding Principles on Business and Human Rights, which are the fundamental principles and rights at work developed by the International Labour Organisation, Dale Farm is committed to the principles of respect, diversity, fair treatment, fair pay, compensation and benefits and acquisition practices.

We are committed to working with our suppliers in accordance with our objectives in areas of compliance, performance, risk management, social responsibility and governance to maintain transparent and long term relationships with suppliers. We audit our suppliers on their compliance and against our supply chain standards and we work with them to improve where they fall short.

Our Policies

All employees, agents and anyone acting on Dale Farm's behalf must comply with company policies and procedures in particular:

- Human Rights Policy
- Whistleblowing Policy
- Terms of Supply (Goods and Services) Procedure
- Modern Slavery Policy

Human Rights Policy

This policy highlights Dale Farm's commitment to managing its business in accordance with its values to eradicate:

- Forced employment and human trafficking
- Child labour
- Wages
- Hours of work
- Valuing diversity
- Safe and healthy working environment
- Workplace security
- Freedom of association and collective bargaining
- Community and stakeholder engagement

Whistleblowing

This policy enables employees (and others) to report breaches or potential breaches without fear of retaliation.

Terms of Supply

Under this responsible sourcing procedure, we will not work with suppliers who do not share our values in respecting human rights and our commitment to eliminating human slavery and human trafficking.

Modern Slavery Policy

This policy reiterates our commitment to eradicating modern slavery and human trafficking and outlines internal measures and checks taken to do this.

Due Diligence and Risk Assessment

Our employees and business operations are governed by the Ethical Trading Initiative (ETI) base code, founded on the conventions of the International Labour Organisation and is an internationally recognised code of labour practice. This code outlines legal and ethical responsibilities and Dale Farm are committed to working within this code.

Supply Chain

Dale Farm is committed to only working with suppliers who share our commitment to eradicating modern slavery and human trafficking. We will not tolerate any modern slavery or human trafficking in the supply chain and we will measure the suppliers' performance in relation to this.

We identify and mitigate risk by conducting audits of our suppliers and potential suppliers on a regular basis to assess and monitor potential risk areas.

Monitoring Performance

Dale Farm is a member of SEDEX (Supplier Ethical Data Exchange), an ethical supply chain database.

Our operations are audited against ethical and human rights standards on a risk based frequency usually in the form of a SMETA audit (SEDEX Member Ethical Trade Audit) based on the ETI base code and UK local laws.

Our culture of openness and transparency is vital in helping us to ensure we do not have any ethical or human rights related issues at our production facilities.

It is essential that we continuously identify risks, areas for improvement, and implement actions. We recognise that modern slavery is a complex area and to mitigate risks in this area we will:

- Continue the work of implementing human rights through due diligence and monitoring processes
- Raise awareness of the issues of modern slavery and human trafficking through training and increased communications
- Promote farmer engagement and awareness
- Highlight the terms of supply policy and correct purchasing behaviour to increase the usage of preferred suppliers
- Monitor the internal checking and monitoring processes for our employees to identify possible instances (red flag alerts) or risk areas
- Internally audit on a regular basis, our external labour suppliers
- Protect whistleblowers and anyone who raises an issue or potential issue relating to modern slavery and human trafficking

Remediation Processes

Our Human Rights and Whistleblowing policies ensure that our employees are afforded the opportunity to report actual or potential issues and they outline the process for doing so. Protection is also given to employees for raising any such issues.

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and refers to the financial year ending on 31st March 2019.



Mike Dawson
HR & Corporate Services Director

Date: 28 June 2019