



Modern Slavery Statement

Introduction

Ringtons Limited (“the Company”) is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps the Company has taken in the financial year ending June 2018 to prevent Modern Slavery in our business and supply chains and those we are working to implement.

Our organisational structure, business and supply chains

The principal activities of Ringtons Limited are:

- Sourcing, blending and packing of tea and infusion products for its own brand and a variety of other customers
- Sourcing, blending, roasting and packing of coffee for its own brand and a variety of other customers
- Sourcing gifts and other food or drink products to be sold under the Ringtons brand
- Retailing products to:
 - UK retailers directly,
 - Businesses (out-of-home) directly,
 - Households directly via sales vans, primarily throughout north and central England.

Our policies relating to Modern Slavery

Our Modern Slavery policy reflects our intention to act ethically and with integrity in all of our business activities and relationships and our commitment to fully comply with the UK Modern Slavery Act 2015: opposing modern slavery in all its forms and preventing it by whatever means we can.

We have implemented systems to encourage the reporting of concerns by the Company’s employees, including establishing a whistleblowing procedure for employees to report any concerns.

Our business and supply chains: identifying the risk of slavery and human trafficking and the steps we are taking to assess and manage that risk

- We have formed a Modern Slavery working group that covers all aspect of the Company’s operations. The working group is following the Stronger Together risk

assessment tool for tackling Modern Slavery in global supply chains¹. As part of the working group we are assessing our supply base to better understand our suppliers' operations and help us to establish a baseline of conditions in our supply chains.

- We are maintaining a record of our suppliers' statements on slavery where they are available, particularly relevant to our suppliers of services and utilities.
- Informed by supplier self-assessment questionnaires, we are conducting a risk assessment of our supply-base and operations to identify areas where Modern Slavery is most likely to occur. We will raise awareness of Modern Slavery and its indicators in the areas identified by this risk assessment. This will allow us to identify and remediate supply chain risks. This risk assessment will also inform our raw material buying strategy.
- Relevant to tea, we continue to foster long-term, ethical business relationships with our key suppliers and are committed to only buy from tea estates and producer groups that are participating in the ETP Programme. The ETP monitors suppliers' performance against the ETI labour and human rights on tea estates.

Our training about Modern Slavery available to our staff

- We have trained and will continue to train all relevant staff on the requirements of the Modern Slavery Act 2015 and how to recognise and deal with incidences of Modern Slavery.
- External training workshops run by Stronger Together have been attended by members of multiple departments.

Reporting Modern Slavery

Modern Slavery is a criminal offence under the Modern Slavery Act 2015. The Company's Whistleblowing Procedure is intended to provide guidance on how concerns can be communicated to the Company. Concerns about suspected Modern Slavery associated with the Company or our suppliers may be reported by employees in this manner. The Whistleblowing Procedure applies to employees and may be found in the Company Policy Manual and the Company's intranet site.



Simon M Smith
CEO
Ringtons Limited
20/12/2018

¹ Stronger Together (October 2017) 'Tackling Modern Slavery in Global Supply Chains Toolkit.' [Online] Available at: <https://www.stronger2gether.org/product/toolkit-for-global-supply-chains/>