



Modern Slavery and Human Trafficking Statement for Czarnikow Group Limited and C. Czarnikow Limited 2019

About Czarnikow

Czarnikow's main business activity is the trading of sugar, ingredients and packaging. We also provide added-value services right across the supply chain, including price risk management, financing, a Sustainable Sugar Programme VIVE, warehousing, logistics, market analysis, advisory and execution services. We work with over 175 groups which operate mills, factories, and refineries around the world, and charter over 25 ships each year to transport more than 650,000 tonnes of bulk raw sugar. We also supply over 200 large food and beverage companies with white sugar around the world.

This statement outlines actions undertaken by Czarnikow Group Limited and C. Czarnikow Limited (Czarnikow) during the financial year ended 31 December 2019. The statement is issued to comply with Section 54 requirement of the Modern Slavery Act 2015 which applies to both entities.

Our commitment and efforts

As a UK business with international operations and supply chain, we understand the role Czarnikow plays in the global effort to help prevent slavery and human trafficking from happening and are committed to supporting all efforts to address these issues. Czarnikow commits to continuous improvement in our processes relating to slavery and human trafficking, including developing a better understanding of the slavery and human trafficking risks at all levels of our supply chain and finding appropriate and practicable solutions to work with our suppliers to prevent these from occurring.

Our commitment to respect human and employment rights is guided by the Universal Declaration of Human Rights and core International Labour Organisation conventions.

One of Czarnikow's four values is acting responsibly and with integrity. We aim to act professionally at all times, taking responsibility for our actions and treating others with respect and as equals. We promote environmentally, socially, and economically responsible actions across our business. Taking steps to prevent modern slavery and human trafficking in our business and supply chain aligns with our broader goal of being a responsible business and acting with integrity.

Czarnikow sources sugar from many locations, from numerous suppliers and the company recognises that in some of these countries the risk of slavery and human trafficking is higher. Czarnikow has zero tolerance for slavery and human trafficking. To mitigate these risks, Czarnikow actively complies with all applicable laws and regulations and the same is confirmed by our suppliers. Any trading relationship with a supplier which does not respect our commitment outlined in this statement will be reassessed and, where appropriate, actions to suspend the relationship will be taken.

This is enforced through the following steps:

- Due diligence procedures: to assess and mitigate risk in the supply chain Czarnikow conducts due diligence on all counterparties we deal with, taking a risk-based approach. Our representatives often visit and hold meetings with potential suppliers before starting a business relationship, which allows us not only to assess the business opportunity but also visit the clients' premises and gauge the working conditions, where possible.
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- Czarnikow aims to create a collaborative and open work environment, one which allows employees to thrive and maintain a healthy work life balance. We are committed to promoting diversity and equal opportunities for all employees.
- Czarnikow employees can voice any concerns, including those regarding slavery and human trafficking, by following the whistleblowing procedures. Czarnikow complies with UK Health and Safety legislation and all other relevant local regulations and provides a safe working environment for all its employees.
- All employees in the UK and global offices complete mandatory training focused on the risk of modern slavery in the sugar industry.

Operating sustainable supply chains

At Czarnikow, we work with all our clients to promote and support responsible and sustainable supply chains. Not only do we actively support all initiatives of our clients (Czarnikow is a member of Sedex and will cooperate with clients and stakeholders on all other initiatives in this field), we also encourage them to join our Sustainable Supply Programme VIVE.

Future steps

We will review our actions and their effectiveness in the course of the new financial year and take any steps we consider appropriate to further enhance our policies and procedures. Furthermore, we will continue to improve understanding of the modern slavery risks through running an awareness programme available to all staff.

This statement has been approved by the Board of Directors on 23 April 2020 and is available on our website at www.czarnikow.com.

Robin Cave
CEO