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## HiPP Organic Slavery and Human Trafficking Statement

### Introduction

This statement sets out HiPP Organic's **absolute commitment** and **continued actions** to understand all potential modern slavery risks and prevent and incidence of slavery or human trafficking in its business and supply chains.

### Our business

HiPP is proud to be a **family business** that's been bringing the best organic baby food to families like yours for more than 60 years. Just like any other family, we want our children and grandchildren to **grow up happy and healthy** in a world that's worth living in. That's why we've always been **dedicated to sustainability** - protecting nature, truly caring more about the environment and keeping our farmland rich and nutritious for the future.

After four generations, it matters to us that we're still growing our own ingredients on our organic family farms.

Today HiPP is still **run by the HiPP family**, and sustainable farming remains at the core of the business. It has a network of more than **8,000 carefully selected farmers** and is one of the world's largest processor of organic raw materials. HiPP products are sold in 57 countries worldwide.

In the UK our offices are based in Reading, Berkshire with a **team of 25** covering Sales, Marketing, Logistics and Finance. Our products are manufactured in Germany, France, Switzerland, Croatia, Austria & Hungary and we have UK warehousing and distribution centre in Suffolk. Our international headquarters are in Pfaffenhofen, near Munich in Germany.

### Our Policies

HiPP have been accredited with the **EMASplus** (Eco Management & Audit Scheme) which demonstrates **ethically responsible behaviour** and CSR (Corporate Social Responsibility) into core processes and an organisation's culture systematically and continuously.

EMAS is an **independent organisation** whose stated mission is "We promote and qualify enterprises and organisations in environmental and quality management, and engage collaborators, in responsible action and consistent orientation towards the common good – here and all over the world."

Specifically this policy covers the "**working conditions and environmental protection in suppliers' firms**" and supports our own policies and processes with all 3<sup>rd</sup> party companies.

### Due Diligence

We are proud to report over **60 years of working with our carefully selected farmers** from all over the world where we have built long term sustainable and trust based relationships, where we continue to work in partnership to eliminate the risks within the supply chain.

Through regular contact and review with all external partners we discuss the challenges within the supply chain, covering people and product and where appropriate amend our policies and processes.

### Training

All supplier facing teams with responsibility under the EMASplus accreditation scheme are **fully trained** – all new team members receive extensive training to ensure their full understanding of the scheme and our responsibilities towards our external partners.

This statement has been prepared in line with our commitment under section 54 (1) of the Modern Slavery Act 2015. It has been approved by the Managing Director and will be reviewed and updated as required annually.

Signed

A handwritten signature in dark ink, appearing to read 'John Allaway', written in a cursive style.

John Allaway  
Managing Director  
HiPP UK Limited  
1<sup>st</sup> February 2021