

**Emix Trading AG**  
**Modern Slavery and Human Trafficking Statement**  
**1st October 2020**

**Introduction**

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the following financial periods:

For Emix Trading AG, the year ended 31 March 2020. The statement sets down the commitment of Emix Trading AG ('The Group') to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

**Organisational structure and supply chains**

This statement covers the business activities of the Emix Trading AG which are in its core international trading within the following sectors:

- Health Care
- Luxury Cosmetics
- Fast Moving Consumer Goods
- Speciality Meats

The following is the process by which the Group assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking:

1. The Group undertakes periodic reviews to assess whether particular activities or countries are high risk in relation to modern slavery or human trafficking by applying a methodology which is based around a suppliers' country of operation and their category of supply. If any higher risk suppliers are identified they are subjected to further inquiry and assessment; and
2. Where the Group engages a new relationship supplier, there is a supplier take-on process that, amongst other things, includes an assessment of any slavery or human trafficking risk; and
3. If any supplier is considered to be at risk in relation to possible slavery or human trafficking, then the Group will either decline to trade with the supplier or will make further inquiry and or keep the supplier relationship under review.

## High Risk Activities

Whilst the list of suppliers is kept under continuous review, the Group does not currently consider any part of its business to be a high-risk activity in relation to slavery or human trafficking risk.

## Responsibility for Anti-slavery

Responsibility for the Group's anti-slavery initiatives is as follows:  
The CEO is responsible for:

1. Creating and reviewing policies, the process by which policies are developed is:
  - Reviewing best practice and publications; and
  - Seeking professional advice and/or guidance where required
2. Risk assessments:  
The process by which risk is assessed is a process of annual review.
3. Due diligence

The Group undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Group's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

## Training

The Group makes a copy of its Anti-Slavery policy available to existing employees and newly-engaged employees. Staff activity is closely managed by the Group's senior management and further guidance in relation to anti-slavery and human trafficking awareness is given on-the-job

## Policies

The Group is committed to ensuring that there is no modern slavery or human trafficking in its business or our supply chains. This Statement affirms its intention to act ethically in its business relationships.

The following policies set down the Group's approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

**2.1 Whistleblowing policy** – the Group encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

**2.2 Employee Code of Conduct** – The Code of Conduct sets down the actions and behaviour expected of employees when representing the Group.

**2.3 Corporate Social Responsibility (CSR) Policy** – The Group's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities

### **Performance indicators**

The Group does consider it necessary or appropriate to use specific key performance indicators to measure how effective it is in ensuring slavery and human trafficking. As stated above, compliance is reviewed by the Operation Director periodically.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as required by law for each of the Group's financial years and additionally as necessary. The Group's board and senior management team endorses this policy statement and is fully committed to its implementation.