



## **Modern Slavery Statement**

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Modern slavery is a criminal offence under the UK Modern Slavery Act 2015 and is a violation of fundamental human rights. It takes various forms including slavery, forced, compulsory or bonded labour, human trafficking, servitude and child labour. But it is not limited to just these practices, all of which deprive one person of their liberty by another person in order to exploit them for commercial or personal gain.

Synergy Flavours is committed to ethical business practices and policies that protect workers from abuse and exploitation and eliminating acts of modern slavery associated with our business or that of our supply chain. The company acknowledges its responsibilities under the Modern Slavery Act 2015 in preventing modern slavery and ensuring transparency within the organisation and with suppliers of goods and services to the company.

### **Our business and supply chain**

Synergy Flavours Ltd is a leading manufacturer and supplier of flavourings, extracts and essences, with a truly global footprint. Part of Carbery Group, we have extensive experience across food, beverage and nutritional product industries, developing high quality taste solutions which inspire innovation. Our vast product portfolio requires us to source natural raw materials from all over the world, building relationships with our suppliers that range from large multinational organisations to small producers and farmers, operating in very different conditions and facing a variety of challenges. We recognise that some countries within our supply chain may present an increased risk of modern slavery.

Synergy Flavours is committed to ensuring there is transparency in our own business and in our approach to dealing with modern slavery throughout our supply chains, consistent with our obligations under the Modern Slavery Act 2015. We expect the same high standards from all our suppliers, contractors and other trading partners and prohibit the use of all forms of modern slavery whether adults or children and expect our trading partners to hold their own suppliers to the same high standards.

Synergy Flavours has a zero-tolerance approach to modern slavery in all its forms. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing effective systems and controls to ensure, insofar as possible that modern slavery is not taking place anywhere in our own business or in any of our supply chains.

### **Our Policies**

Synergy Flavours is a member of Sedex, the Supplier Ethical Data Exchange, which is a not for profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains.



Synergy Flavours employment policies ensure that there are fair and transparent systems in place for staff to raise concerns and have access to a confidential whistleblowing process, should the need arise. This is reinforced by our Anti-Bribery Policy. We are committed to ensure that all our people receive fair remuneration for the job they perform.

Synergy Flavours recruits people through direct advertising and only uses reputable recruitment agencies for permanent and temporary employees. We use agency staff to support our business and ensure that we use reputable agencies and those assigned to us are vetted.

### **Compliance and Training**

Training on this policy and on the risk our business faces from modern slavery on its own sites and in its supply chains, forms part of the induction process for all individuals who work for us and training will be provided as necessary thereafter.

Our zero-tolerance approach to modern slavery will be communicated to all employees, suppliers, contractors and trading partners at the outset of our business relationships and will be reinforced as appropriate thereafter.

#### **Our ongoing steps include:**

- We continue to improve our auditing standards across key risk areas in our supply chain,
- We have implemented an improved supplier due-diligence and review programs,
- We continue to roll out our “supplier quality expectations program” which is included as part of our raw material supplier evaluation process

### **Our Commitment**

This statement sets out the steps taken by Synergy Flavours Ltd, all of which fall within scope of section 54 of the Modern Slavery Act 2015 and related regulations. The statement has been approved by the Directors of Synergy Flavours Ltd and will be reviewed and updated annually.

**Nicola McFadden**  
**General Manager/ CFO**

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