



**BEESWIFT**<sup>®</sup>  
**FOCUSED ON SAFETY**



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Witton, Birmingham, B6 7EU

Member of the Gerber Goldschmidt Group.  
Registered in England & Wales No. 01569085.  
Registered Office as above.

## **Modern Slavery & Human Trafficking Statement - GERBER GOLDSCHMIDT GROUP (UK) LIMITED, BEESWIFT LIMITED, BEESWIFT BV**

**October 2020/21**

Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV (here in after referred to the Gerber Group), are publishing this statement under the provision of the UK Modern Slavery Act 2015 (the “Act”). The Act requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains.

In striving to improve conditions for all workers throughout our supply chain, we recognise the importance of transparency from our suppliers.

We believe in partnership and actively engaging with not just our suppliers but with similar interested parties in other supply chains.

This statement refers to the financial year ending 31 September 2021.

### **Supply Chain Transparency Progress 2020/21**

#### **Communication with Suppliers**

This year has been difficult due to the second year of the covid pandemic. We have continued to engage with our suppliers on the recent tools and Declarations we provided firstly in 2019 with regards the Child Labour Policy and pandemic questionnaire.

In addition to these tools, we have also engaged further with our dedicated suppliers to determine and pro-actively encouraged these to engage with social audit platforms like SEDEX. Our wish would be that all our preferred suppliers had some association with a dedicated social audit platform be it SEDEX or EcoVadis or other.

Currently only approximately 40% of our suppliers are SEDEX members and although this is slightly disappointing, we will be actively working with them in 2021/22 to encourage them to see the benefits of this activity.



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The majority of our Top suppliers (over 3 quarters) actively promote and disseminate our ethical beliefs and practices this is demonstrated by the return, signing and agreement of our specific ethical declarations. We are encouraged by the overwhelming response from our partners which we believe will galvanise our relationship with them and their transparency with us.

The Gerber Group undertakes increased levels of due diligence on all proposed third parties. This is done prior to entering into agreement with them to ensure that third parties connected to them conduct themselves in a manner conducive to the Act and to the highest ethical standards.

### **Communication with third parties**

In addition to our partners continuing to agree with us with our determination to protect our supply chain from human trafficking we have ourselves engaged with 3rd parties to assess our UK operations.

During 2020 at our new purpose-built facility at The Hub in Birmingham we engaged with an auditing company and had a social audit carried out here. The audit carried out was a multi-day audit and was geared on the principles and methodology of the ETI Base Code - we did very well and only received two non-compliances which were effectively closed off.

In addition to the social audit, we also engaged with the EcoVadis platform and had an assessment carried out. The assessment rating covers a broad range of non-financial management systems including Environmental, Labour & Human Rights, Ethics and Sustainable Procurement impacts. We successfully achieved a Gold Award which puts us in the Top 5% of suppliers that they have assessed.

### **Supply Chain Policy**

The Gerber Group are not just UK based but Europe and the Rest of the World.

This year Beeswift achieved a turnover in excess of £97 million and we envisage growth to continue. We will provide additional resources to improve and mitigate our supply chain.

In total our markets continue to expand with increased growth in sales and our developing product portfolio now reaching a supply chain in over 20 countries. We make use of a



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manufacturing basis which uses over 140 production facilities with a core of 30-35 main active long-term partners.

Due to the Covid-19 pandemic the auditing of our supply chain by carrying out SMETA audits has sadly not occurred. This has been a great disappointment, but we acknowledge that

keeping our supply chain, our staff, and auditors safe from additional Covid-19 outbreaks has been paramount.

### Supplier Mapping

Teams within The Gerber Group are working together to ensure this process is thorough and effective and once completed shall assess and mitigate any risks flagged.

We are working with all our suppliers to assist them in identifying any areas in their supply chains and to mitigate the risk of modern slavery occurring.

### Going forward in 2022 and beyond: -

- In November / December 2021 we have engaged with working with a Global auditing company to assess and conduct the next tranche of our suppliers to be audited against SMETA 6.1 principles. Our first group have been audited successfully and we are actively working with the suppliers to have the non-compliances closed off.
- Reassess the possibility of using our own IRCA Accredited auditors to carry out SMETA 6.1, Four Pillar audits on our own supply chain.
- Continue specific training especially anti-bribery and corruption for all senior managers and supervisors.
- Review, audit, consolidate third party employment agencies to see that they meet the working principles of the ETI and most importantly comply with SMETA 6.1 (1QTR/2nd QTR2021).
- Continue to close off existing non-compliances and successfully challenge observations for social audits with particular reference to dealing with the root cause (on-going).
- Develop auditing training in the context of SMETA audits for stakeholders (on-going).
- Training for our third-party partners on the principles of the ETI.
- Participate in ethical training particularly looking into Human Trafficking and Due Diligence which will help us to delve deeper into our supply chain and produce actions to deal with salient points.
- Collaborate with ETI Initiatives especially “The Industry that we want”



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We have produced a Corporate and Social Responsibility Policy, which reflects our commitment to acting ethically and with integrity in all business relationships. The Gerber Group is based on the principles of the ETI Based Code which is based on the International Labour Organisation.

The Gerber Group will continue to take specialist legal advice to ensure we are informed of any updates or changes to its obligations under the Act.

The Gerber Group are committed to upholding human rights and safety in our supply chain and we will be reviewing our progress and effectiveness in combatting slavery and human trafficking on a regular basis.

*D J Griffin*

David Griffin, Chief Finance Officer  
On behalf of Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and  
Beeswift BV  
Date: 11.03.2022

*D R Washbourne*

Darren Washbourne, Chief Commercial Officer  
On behalf of Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and  
Beeswift BV  
Date: 11.03.22

*B M Baldwin*

Ben Baldwin, Chief Operating Officer  
On behalf of Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and  
Beeswift BV  
Date: 11.03.22